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ABSTRACT

This publication presents the results of an annual administrative salary survey from a representative group of public, doctoral-granting institutions. The survey determined 12-month salaries of full-time administrators from 131 institutions. The salaries were distributed in rank order to facilitate comparisons of each participant's relative standing with other universities. The results are presented in three long tables. The first section of the report (Table I) provides a ranking of salaries paid among all participating universities. Two average salaries are printed after each position's rank order of salaries. An average salary for institutions belonging to the National Association of State Universities and Land-Grant Colleges (NASULGC) is calculated, and the average salary for all the institutions represented is also included. The second section of the report (Table II) is a series of tables showing the salaries paid among the participants arranged into the nine regions defined by the Equal Employment Opportunity Commission. The third section of the study (Table III) is a table of salaries paid to university system officers. For the purposes of this report, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Thirty such institutions from 25 states participated in this portion of the survey. (JB)

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TWENTY-SIXTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1992-93

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
IN ONE HUNDRED THIRTY-ONE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-EIGHT STATES
AND THIRTY UNIVERSITY SYSTEMS
REPRESENTING TWENTY-FIVE STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

January, 1993

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the **twenty-sixth** annual administrative salary survey conducted by the Office of Institutional Research of the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the responses are omitted from this study.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. Only one reported salary from an institution is reported per position.

Salaries in Table I may be coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests. The University of Arkansas' Office of Institutional Research wishes to thank all respondents for participating.

1/7/93 JED

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred fourty-seven universities in fifty states. From this group, replies were received from one hundred thirty-one institutions in forty-eight states.

Salaries in this section may be printed with an asterisk. This asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. An average salary for those institutions belonging to NASULGC is calculated, and the average salaty for the institutions represented is also included.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty university systems in twenty-five states.

1/21/93 JED

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID 1992-93

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES

This table summarizes the data for one hundred thirty-one universities in forty-eight states. For making these data available, the University of Arkansas is grateful to the following universities:

*Auburn University
Ball State University
*Bowling Green State University
California State University, Los Angeles
*Clemson University
Cleveland State University
College of William and Mary
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
Lamar University - Beaumont
*Louisiana State University and A & M College
Louisiana Tech University
*Memphis State University
*Miami University
Michigan Technological University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Jersey Institute of Technology
*New Mexico State University
*North Carolina State University - Raleigh
*North Dakota State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
*Oregon State University
*Portland State University
Sam Houston State University
*San Diego State University
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*State University of New York - Binghamton
*State University of New York - Buffalo
State University of New York - Environmental Science
*State University of New York - Stony Brook
Stephen F. Austin State University
Tennessee Technological University
Texas A & I University
*Texas A & M University
*Texas Tech University
Texas Woman's University
University of Akron
*University of Alabama
*University of Alabama - Birmingham
*University of Alabama - Huntsville
*University of Arizona
*University of Arkansas
University of California - Santa Cruz
University of Central Florida
*University of Cincinnati
University of Colorado at Denver
*University of Connecticut
*University of Delaware
*University of Florida
*University of Hawaii - Manoa
*University of Houston
*University of Illinois - Chicago
*University of Illinois - Urbana-Champaign
*University of Kansas - Lawrence
*University of Kentucky
*University of Louisville
*University of Maine
University of Maryland at Baltimore
*University of Massachusetts - Amherst
University of Massachusetts - Lowell
University of Massachusetts - Boston
*University of Michigan - Ann Arbor
*University of Minnesota
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Rolla
*University of Missouri - St. Louis
*University of Montana
*University of Nebraska - Lincoln
University of Nebraska - Omaha
*University of Nevada - Reno
University of Nevada - Las Vegas
*University of New Hampshire
*University of New Mexico
*University of North Carolina - Chapel Hill
*University of North Carolina - Greensboro
*University of North Dakota
*University of North Texas
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*University of Oregon
*University of Rhode Island
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
University of Southern Mississippi
*University of Tennessee at Knoxville
University of Texas at Arlington
*University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
*University of Toledo
*University of Utah
*University of Vermont
*University of Virginia
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*University of Wyoming
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*West Virginia University
Western Michigan University
*Wichita State University
*Wright State University

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	194,564 *
2	178,680 *
3	160,476 *
4	160,000 *
5	157,000 *
6	155,800 *
7	152,880 *
8	152,300 *
9	150,000 *
10	142,000 *
11	141,500 *
12	141,156 *
13	138,213 *
14	135,000
15	132,946
16	132,000 *
17	129,000 *
18	129,000 *
19	127,513
20	126,504 *
21	125,004 *
22	121,658 *
23	102,000 *

AVERAGE "*" 144,487

AVERAGE ALL 142,835

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	190,550 *
2	182,000 *
3	180,385 *
4	179,000 *
5	175,101 *
6	175,000 *
7	175,000 *
8	169,404
9	168,400
10	165,000 *
11	159,000
12	157,955 *
13	157,340
14	155,000 *
15	152,340
16	152,000
17	151,500 *
18	151,470 *
19	151,003 *
20	150,542 *
21	150,000 *
22	149,997 *
23	148,600 *
24	148,500 *
25	147,679 *
26	147,679 *
27	147,679 *
28	146,000 *
29	146,000 *
30	142,000
31	141,652
32	141,373
33	141,133
34	140,000
35	138,629 *
36	138,600
37	138,600 *
38	138,000 *
39	135,370 *
40	135,200 *
41	135,000
42	134,620 *
43	133,775 *
44	133,775 *
45	132,600
46	132,600
47	132,000
48	131,275
49	130,000 *
50	129,255
51	128,200 *
52	126,800 *
53	126,360 *
54	126,000 *
55	125,000
56	125,000
57	125,000 *
58	124,812
59	124,580 *
60	124,160 *
61	124,020
62	123,600
63	123,203 *
64	123,165 *
65	122,292 *
66	122,000 *
67	122,000 *
68	120,900 *
69	120,300 *
70	120,273 *
71	120,000 *
72	120,000
73	120,000 *
74	119,940 *
75	116,535
76	116,406
77	115,700 *
78	115,000 *
79	115,000 *
80	113,800
81	113,556 *
82	113,556 *
83	113,556 *
84	113,500 *
85	112,212 *
86	112,116
87	112,116
88	112,000 *
89	110,300 *
90	107,160
91	104,652 *
92	102,294
93	102,160
94	102,000 *
95	102,000
96	99,225
97	98,933 *
98	97,200
99	96,813
100	96,699 *
101	96,699 *
102	93,913
103	93,119 *
104	93,000
105	92,500
106	90,912 *
107	90,000
108	86,900
109	64,032

AVERAGE "*" 133,167

AVERAGE ALL 128,979

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* = NASULGC

ADMINISTRATIVE OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	130,008 *
2	106,967
3	104,200 *
4	101,860 *
5	101,833 *
6	99,986 *
7	98,500
8	94,591 *
9	(94,494)*
10	93,500 *
11	92,030 *
12	90,000 *
13	86,556
14	73,228
15	(70,000)*
16	68,500
17	(59,651)*
AVERAGE "*"	94,346
AVERAGE ALL	92,112

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	147,149
2	130,613 *
3	(118,490)*
4	118,484 *
5	118,250
6	118,000 *
7	107,960 *
8	105,000
9	102,014 *
10	(97,500)*
11	92,085
12	78,258 *
AVERAGE "*"	108,915
AVERAGE ALL	111,150

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	149,000 *
2	129,000 *
3	115,667 *
4	115,560 *
5	111,165 *
6	111,000 *
7	106,566
8	100,000 *
9	98,975 *
10	(97,500)*
11	94,500
12	94,500 *
13	94,444 *
14	94,340 *
15	92,900 *
16	91,055
17	89,786 *
18	85,000 *
19	84,548
20	83,000
21	82,000 *
22	81,600
23	80,812 *
24	76,000 *
25	75,633
26	74,720 *
27	74,000
28	63,000 *
AVERAGE "*"	97,768
AVERAGE ALL	94,510

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	142,747 *
2	108,202
3	105,000 *
4	101,000
5	89,000 *
6	86,541 *
7	85,068 *
8	85,000 *
9	84,000 *
10	83,094 *
11	82,300
12	81,420
13	81,200 *
14	81,072 *
15	81,004
16	80,325 *
17	80,160 *
18	80,000 *
19	79,900 *
20	79,692
21	78,780 *
22	78,600 *
23	77,924 *
24	77,735 *
25	77,600 *
26	77,110 *
27	75,300 *
28	74,500 *
29	73,824 *
30	73,000 *
31	73,000
32	72,168 *
33	72,059
34	71,603 *
35	70,000
36	69,350 *
37	68,244 *
38	66,690
39	65,720
40	64,272
41	64,263
42	64,000 *
43	64,000
44	63,703 *
45	63,333 *
46	62,900
47	62,560 *
48	62,400 *
49	61,668
50	59,772
51	58,800 *
52	58,000 *
53	57,225 *
54	57,120 *
55	56,633
56	55,870 *
57	55,000
58	55,000 *
59	55,000
60	53,836
61	53,609 *
62	52,104 *

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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK (CONTINUED)	SALARY	
63	50,000	*
64	49,198	*
65	48,900	
66	48,137	*
67	48,000	*
68	46,490	*
69	45,594	
70	44,437	*
71	43,608	
72	42,465	*
73	41,664	*
74	39,840	
75	38,556	
76	36,573	*
77	36,096	
78	35,700	*
AVERAGE "*"	68,534	
AVERAGE ALL	67,003	

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY	
1	309,000	*
2	226,641	*
3	201,200	*
4	185,000	*
5	181,050	*
6	171,770	*
7	(163,611)	*
8	153,759	*
9	134,000	*
10	130,480	*
11	121,475	*
12	120,000	
13	112,500	*
14	99,000	*
15	63,500	*
AVERAGE "*"	160,928	
AVERAGE ALL	158,199	

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY	
1	158,900	*
2	125,000	*
3	111,624	
4	111,279	*
5	110,057	*
6	109,090	*
7	105,681	*
8	95,000	*
9	94,742	*
10	(94,494)	*
11	93,930	*
12	89,000	*
13	88,333	*
14	86,448	
15	84,790	*
16	83,500	*
17	82,080	*
18	80,500	*
19	78,922	*
20	77,748	*
21	67,860	
22	65,638	
23	63,348	*
24	53,448	
AVERAGE "*"	96,126	
AVERAGE ALL	92,142	

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	
1	125,000	*
2	115,000	*
3	115,000	*
4	108,500	*
5	108,000	*
6	106,000	*
7	105,000	*
8	102,630	*
9	99,625	*
10	99,120	*
11	97,872	*
12	96,000	*
13	95,797	*
14	94,582	
15	94,248	*
16	92,800	
17	90,500	
18	90,000	*
19	89,951	*
20	88,200	*
21	87,528	
22	86,930	*
23	86,552	*
24	85,254	*
25	85,214	
26	85,000	*
27	84,889	*
28	84,400	*
29	84,000	*
30	83,370	*
31	83,160	*
32	81,625	*
33	81,200	*
34	80,870	*
35	80,854	*
36	80,247	*
37	79,830	
38	79,753	
39	79,090	*
40	78,431	*
41	78,300	*
42	77,622	
43	77,216	*
44	76,999	*
45	76,500	
46	76,500	*
47	76,050	*
48	76,000	
49	75,900	*
50	75,594	
51	75,300	*
52	75,240	*
53	74,750	*
54	74,750	*
55	73,984	
56	73,908	*
57	73,869	*
58	73,639	*
59	73,500	
60	73,500	
61	72,706	
62	72,230	*
63	71,269	
64	71,240	*
65	70,700	*
66	70,164	*

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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK (CONTINUED)	SALARY	
67	70,000	*
68	69,242	*
69	69,188	*
70	69,084	*
71	68,791	
72	67,670	*
73	66,884	
74	66,780	*
75	66,745	*
76	66,500	
77	66,442	*
78	65,755	*
79	65,720	*
80	65,700	*
81	65,700	*
82	65,000	
83	65,000	*
84	64,594	
85	64,500	*
86	64,146	
87	64,000	
88	63,900	*
89	63,600	*
90	62,577	
91	62,100	*
92	61,800	
93	60,850	*
94	60,770	
95	60,628	
96	60,300	*
97	59,578	
98	59,040	
99	58,480	*
100	58,082	*
101	57,800	
102	56,471	
103	56,046	
104	55,884	
105	55,698	
106	54,603	
107	53,724	*
108	53,000	
109	52,200	*
110	50,175	*
111	48,471	
112	47,900	*

RANK (CONTINUED)	SALARY	
AVERAGE "*"	78,632	
AVERAGE ALL	75,362	

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY	
1	93,200	*
2	84,716	*
3	80,600	*
4	80,224	*
5	80,000	*
6	78,284	*
7	77,451	*
8	75,500	*
9	75,000	*
10	74,800	*
11	74,294	*
12	74,071	*
13	72,056	*
14	71,000	*
15	71,000	*
16	70,145	*
17	70,000	*
18	68,550	*
19	(68,493)	*
20	68,000	
21	68,000	*
22	66,950	*
23	66,950	*
24	66,839	
25	66,450	*
26	66,370	*
27	66,120	
28	66,000	
29	66,000	
30	65,300	*
31	64,824	
32	64,100	*
33	63,000	*
34	62,400	
35	61,500	*
36	61,500	*
37	60,685	*
38	60,600	
39	60,475	*
40	60,000	*
41	59,904	*
42	59,621	
43	58,625	
44	58,500	*
45	58,128	*
46	57,804	*
47	57,743	
48	57,071	*
49	56,763	*
50	56,727	*
51	56,364	
52	56,246	*
53	56,002	*
54	55,796	*
55	55,650	*
56	55,392	*
57	55,348	*
58	55,000	*
59	55,000	*
60	54,900	
61	54,675	*
62	54,264	
63	54,060	
64	52,344	*
65	51,500	*
66	51,450	
67	50,976	
68	50,300	*
69	49,350	*
70	48,535	*
71	48,471	
72	48,000	
73	48,000	*
74	47,000	
75	46,850	
76	46,800	*
77	46,600	*
78	46,410	
79	46,240	*
80	46,215	*
81	46,073	*
82	45,400	
83	45,000	*
84	43,333	*
85	43,021	
86	41,800	*
87	41,780	*
88	40,596	*
89	40,440	*
90	40,331	
91	39,999	*
92	39,240	*
93	39,148	*

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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK (CONTINUED)	SALARY	
94	37,451	
95	36,580	
96	33,024	
97	32,356	*
98	32,314	
99	32,200	*
100	30,700	*
101	25,038	*
102	23,660	
AVERAGE "*"	58,309	
AVERAGE ALL	56,329	

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	
1	94,630	*
2	90,000	
3	86,424	
4	82,529	*
5	77,000	*
6	76,000	*
7	72,675	
8	72,647	*
9	71,250	*
10	71,208	
11	(70,000)	*
12	70,000	*
13	69,893	*
14	69,500	*
15	69,000	*
16	69,000	*
17	68,500	*
18	67,830	*
19	(67,600)	*
20	67,500	*
21	67,474	*
22	66,237	*
23	65,940	
24	65,216	*
25	65,000	*
26	64,855	
27	63,500	*
28	62,500	
29	61,743	*
30	61,700	*
31	61,620	*
32	61,361	
33	61,247	*
34	61,152	*
35	61,100	*
36	60,900	
37	60,675	*
38	60,556	*
39	60,200	*
40	60,000	*
41	(59,651)	*
42	59,500	
43	59,000	*
44	58,980	*
45	58,947	*
46	58,847	*
47	58,585	*
48	58,400	*
49	58,289	*
50	57,886	
51	57,298	*
52	57,100	
53	56,100	*
54	55,448	*
55	55,115	*
56	54,608	*
57	54,343	
58	53,964	*
59	53,960	*
60	53,829	
61	53,160	*
62	52,510	
63	52,128	
64	51,700	*
65	51,653	*
66	51,600	
67	51,336	*
68	51,000	
69	50,998	
70	50,600	
71	50,400	
72	49,384	
73	49,212	
74	49,085	*
75	48,480	*
76	48,336	
77	48,000	*
78	47,500	*
79	47,300	*
80	46,716	
81	45,309	
82	44,748	*
83	44,220	*
84	43,608	
85	43,600	*
86	43,422	
87	42,253	*
88	42,200	
89	40,079	
90	39,133	
91	37,110	
92	37,000	*
93	36,375	
94	35,680	*
95	34,284	
96	29,975	*
AVERAGE "*"	59,406	
AVERAGE ALL	57,459	

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY	
1	112,590	*
2	112,000	*
3	104,000	*
4	99,200	*
5	98,280	*
6	97,142	*
7	96,560	*
8	95,098	*
9	94,000	*
10	94,000	*
11	92,836	
12	92,000	*
13	91,100	*
14	90,000	*
15	89,754	*
16	89,709	*
17	89,252	*
18	89,000	*
19	87,000	*
20	86,316	
21	84,798	*
22	80,436	
23	79,706	*
24	78,400	*
25	78,196	*
26	78,000	*

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK (CONTINUED)	SALARY	
27	77,793	*
28	77,750	
29	77,000	*
30	76,136	*
31	76,129	*
32	75,609	
33	74,707	*
34	74,700	*
35	74,643	
36	74,290	*
37	73,939	*
38	73,575	*
39	70,740	*
40	70,686	
41	70,380	*
42	68,945	
43	68,300	*
44	68,028	*
45	67,559	
46	67,350	*
47	67,200	*
48	67,000	
49	66,366	*
50	65,000	*
51	64,725	*
52	62,880	*
53	62,634	*
54	61,700	
55	61,589	
56	60,578	
57	60,215	*
58	57,400	
59	56,004	
60	55,500	
61	53,439	
62	53,167	
63	50,720	
64	48,260	*
65	47,100	*
66	45,396	*
67	44,676	*
AVERAGE "*"	78,694	
AVERAGE ALL	75,361	

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY	
1	176,185	*
2	158,000	*
3	155,000	*
4	(144,390)	*
5	142,008	*
6	140,004	*
7	137,000	*
8	134,000	
9	132,600	*
10	131,301	*
11	130,000	*
12	(129,000)	*
13	128,000	*
14	126,250	*
15	126,000	*
16	125,000	*
17	125,000	*
18	121,200	*
19	121,176	
20	120,000	
21	119,000	*
22	(115,000)	*
23	114,348	*
24	(113,028)	
25	(112,000)	
26	112,000	*
27	112,000	*
28	109,200	*
29	109,059	
30	109,000	
31	108,358	*
32	108,212	*
33	107,604	
34	107,017	*
35	106,628	*
36	105,060	
37	105,048	*
38	103,000	*
39	102,938	
40	102,000	
41	(100,643)	
42	100,000	
43	100,000	*
44	(99,750)	*
45	99,321	*
46	98,505	*
47	98,187	*
48	97,537	*
49	96,636	
50	95,000	
51	(94,500)	*
52	94,000	*
53	94,000	*
54	93,500	
55	93,266	
56	93,072	
57	92,950	*
58	92,530	
59	92,400	
60	92,000	
61	90,640	
62	89,980	*
63	89,706	*
64	89,400	
65	89,013	*
66	88,500	
67	87,720	
68	87,214	
69	86,000	
70	85,433	
71	84,552	
72	80,000	
73	77,880	*
74	77,875	*
75	77,279	
76	76,800	*
77	76,700	
78	73,810	
AVERAGE "*"	113,706	
AVERAGE ALL	106,525	

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY	
1	169,950	*
2	163,000	*
3	152,441	*
4	150,303	*
5	145,000	*
6	144,500	*
7	(144,390)	*
8	143,250	*
9	140,000	*
10	131,127	*
11	(129,000)	*
12	127,969	*

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE I (CONTINUED)

ACADEMIC OFFICERS:
PROVOST

RANK (CONTINUED)	SALARY	
13	126,000	*
14	125,900	
15	125,460	*
16	125,000	
17	124,000	
18	120,000	*
19	119,000	
20	(118,490)	*
21	118,150	*
22	118,000	
23	118,000	*
24	117,300	*
25	116,600	*
26	116,015	*
27	116,000	*
28	115,500	*
29	115,000	*
30	(115,000)	*
31	(113,028)	
32	113,000	*
33	(112,000)	
34	111,500	*
35	110,000	*
36	110,000	*
37	110,000	*
38	110,000	
39	109,434	*
40	109,404	*
41	107,935	*
42	106,200	*
43	106,000	
44	105,300	*
45	104,430	
46	104,220	*
47	(100,643)	
48	(99,750)	*
49	99,125	
50	99,000	*
51	98,300	*
52	(94,500)	*
53	88,008	*
54	87,500	*
55	85,000	*

RANK (CONTINUED)	SALARY	
AVERAGE "x"	119,244	
AVERAGE ALL	117,902	

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	
1	127,500	*
2	116,300	*
3	115,500	*
4	115,000	*
5	112,000	*
6	106,470	*
7	105,828	*
8	103,500	
9	102,100	*
10	101,000	
11	100,231	*
12	100,000	*
13	99,556	*
14	98,400	*
15	98,000	*
16	96,000	*
17	95,000	*
18	95,000	*
19	95,000	*
20	93,720	*
21	93,472	*
22	93,120	*
23	92,941	*
24	92,900	*
25	91,800	*
26	91,599	*
27	90,920	*
28	90,151	
29	90,000	*
30	90,000	*
31	90,000	*
32	89,703	*
33	89,500	*
34	87,450	
35	87,365	*
36	87,200	*
37	86,400	*
38	85,300	*
39	85,000	
40	84,859	*
41	84,800	*
42	84,800	*
43	84,600	
44	84,492	*
45	83,828	*
46	83,760	*
47	83,737	*
48	83,712	*
49	83,496	*
50	83,382	*
51	83,060	*
52	83,009	*
53	82,296	*
54	82,248	
55	82,000	*
56	81,626	*
57	81,400	
58	81,300	*
59	80,826	*
60	80,305	
61	80,052	
62	80,000	
63	80,000	*
64	79,990	*
65	79,900	*
66	79,380	*
67	79,000	*
68	78,529	
69	78,108	
70	78,000	*
71	77,904	*
72	77,898	*
73	77,520	*
74	77,400	*
75	77,400	*
76	77,234	
77	76,990	*
78	76,500	
79	76,500	
80	75,248	*
81	75,020	*
82	75,000	
83	74,336	*
84	74,000	
85	73,956	*
86	73,600	
87	72,100	
88	72,024	
89	72,000	
90	72,000	
91	72,000	
92	71,400	*
93	70,643	

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* = NASULGC

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY	
94	70,336	
95	70,291	*
96	69,873	
97	69,650	*
98	69,500	*
99	69,400	
100	68,781	*
101	68,000	*
102	67,701	
103	67,100	*
104	66,700	*
105	66,660	*
106	65,100	
107	65,000	
108	63,336	
109	63,311	
110	63,221	*
111	62,560	
112	62,512	
113	62,421	
114	61,500	
115	61,468	
116	60,439	
117	60,140	
118	59,880	*
119	59,760	*
120	59,095	
121	58,000	*
122	58,000	*
123	55,396	
124	55,173	
125	55,000	*
126	54,580	

AVERAGE "*" 84,643

AVERAGE ALL 80,365

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	
1	166,121	*
2	136,564	*
3	136,200	*
4	132,500	*
5	130,008	*
6	130,000	*
7	125,788	*
8	125,000	*
9	125,000	*
10	123,600	*
11	121,200	*
12	119,800	*
13	117,785	*
14	117,000	*
15	115,560	*
16	114,950	*
17	114,756	*
18	(114,432)	*
19	113,900	*
20	113,800	*
21	113,112	
22	112,500	*
23	111,000	*
24	110,635	*
25	108,500	*
26	107,787	*
27	107,017	*
28	106,896	*
29	105,162	*
30	105,000	*
31	104,100	*
32	103,768	*
33	102,900	*
34	102,888	*
35	102,330	*
36	102,049	
37	102,000	*
38	101,600	*
39	101,300	
40	101,280	
41	100,940	
42	100,500	
43	100,500	
44	100,300	*
45	100,100	*
46	100,000	
47	99,960	*
48	99,100	*
49	98,725	*
50	98,676	*
51	98,000	*
52	98,000	*
53	97,650	
54	96,960	*
55	95,500	
56	95,436	
57	95,250	*
58	95,098	*
59	95,000	*
60	94,721	
61	94,694	*
62	94,500	
63	94,248	*
64	94,146	
65	93,609	
66	93,004	*
67	92,004	*
68	91,620	*
69	91,476	*
70	90,600	*
71	90,300	
72	89,873	
73	89,008	
74	89,005	*
75	88,700	*
76	88,686	*
77	87,000	
78	86,964	*
79	86,938	
80	86,800	*
81	86,032	*
82	85,600	
83	85,500	
84	85,480	*
85	85,246	
86	84,996	
87	84,594	
88	84,552	
89	84,440	
90	84,045	*
91	83,000	*
92	82,847	*
93	82,500	*
94	82,500	*
95	82,000	
96	80,976	*
97	80,480	*
98	80,250	
99	79,718	
100	77,500	
101	77,435	*
102	77,279	
103	74,243	
104	74,000	
105	73,828	
106	(72,000)	
107	72,000	
108	69,150	*

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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK (CONTINUED)	SALARY
109	68,980
110	67,900
111	65,000 *
112	63,944 *
113	62,000 *
AVERAGE "*"	101,843
AVERAGE ALL	96,986

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	124,000 *
2	97,449 *
3	97,000 *
4	93,500 *
5	91,902
6	90,786 *
7	89,501 *
8	89,466 *
9	89,251
10	88,921 *
11	(88,000)*
12	87,006 *
13	85,100 *
14	84,357 *
15	83,868 *
16	83,435 *
17	82,500 *
18	81,817 *
19	81,432
20	81,373 *
21	81,024 *
22	78,559 *
23	78,000 *
24	77,250 *
25	77,243 *
26	77,200 *
27	77,200 *
28	77,165
29	(76,803)*
30	76,500 *
31	74,500
32	(74,244)
33	73,950 *
34	73,824 *
35	72,400 *
36	(72,000)
37	71,994 *
38	(71,400)*
39	71,400
40	70,278
41	70,175 *
42	70,000 *
43	70,000 *
44	69,999 *
45	69,999 *
46	69,000 *
47	68,800
48	67,611
49	67,404 *
50	66,900 *
51	66,348 *
52	66,175 *
53	66,173
54	65,500
55	65,480 *
56	65,000
57	64,931
58	64,824 *
59	64,572
60	64,500 *
61	64,408 *
62	63,700 *
63	62,822 *
64	62,670
65	62,300 *
66	61,915
67	61,775 *
68	61,200
69	61,200 *
70	61,000
71	60,576
72	60,439
73	59,386 *
74	58,968 *
75	58,950 *
76	58,700
77	58,270 *
78	58,064
79	57,660
80	57,388
81	56,323 *
82	56,060
83	55,600 *
84	55,515
85	55,300 *
86	55,000
87	54,600 *
88	54,564 *
89	54,280
90	53,872
91	53,670
92	52,480 *
93	52,290
94	52,020 *
95	51,095 *
96	50,389
97	50,000
98	49,400 *
99	49,199
100	48,236 *
101	40,100
AVERAGE "*"	72,088
AVERAGE ALL	68,796

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	100,000 *
2	98,748 *
3	(96,090)*
4	93,500 *
5	91,837 *
6	89,000 *
7	89,000 *
8	(88,000)*
9	86,275 *
10	80,500 *
11	78,000 *
12	77,689 *
13	(74,244)
14	(72,000)
15	(71,400)*
16	69,944 *
17	66,190 *
18	65,875
19	65,858 *
20	65,688
21	65,196 *
22	64,800 *
23	62,000
24	61,958 *
25	59,700 *

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* = NASULGC

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK (CONTINUED)	SALARY	
26	58,980	*
27	58,525	*
28	56,175	
29	56,040	*
30	54,980	
31	54,891	
32	54,124	*
33	53,610	*
34	53,235	
35	53,010	
36	51,450	*
37	50,400	*
38	49,900	*
39	49,380	*
40	49,337	*
41	49,299	*
42	48,000	*
43	47,426	*
44	47,348	*
45	47,142	*
46	46,965	*
47	46,733	
48	45,000	*
49	44,952	*
50	44,800	
51	44,388	*
52	43,167	*
53	43,066	*
54	42,024	
55	42,000	
56	41,985	
57	40,247	
58	40,113	
59	39,913	*
60	39,800	*
61	38,020	*
62	37,662	*
63	36,771	*
64	35,305	
65	35,052	*
66	34,620	
67	34,560	
68	34,152	*
69	32,910	
70	29,544	
71	27,600	

RANK	SALARY (CONTINUED)	
AVERAGE "*"	60,282	
AVERAGE ALL	56,311	

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY	
1	(96,090)	*
2	88,000	*
3	86,233	
4	85,980	
5	83,500	*
6	77,300	*
7	(76,803)	*
8	75,000	*
9	71,393	*
10	69,180	*
11	67,800	*
12	65,148	*
13	62,917	
14	61,284	*
15	59,569	*
16	58,056	*
17	57,616	
18	56,925	*
19	56,700	
20	56,064	
21	55,620	
22	55,150	
23	47,200	*
24	46,401	
25	46,160	
26	45,960	*
27	45,528	
28	44,380	
29	44,150	*
30	43,260	
31	43,260	
32	41,067	
33	40,475	
34	39,906	
35	35,481	*
36	35,020	
37	31,045	*
38	27,980	*

RANK	SALARY (CONTINUED)	
AVERAGE "*"	61,893	
AVERAGE ALL	57,358	

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY	
1	87,400	*
2	79,660	*
3	79,566	*
4	75,600	*
5	72,400	*
6	69,732	*
7	69,001	*
8	68,340	*
9	67,719	*
10	67,120	*
11	67,000	*
12	66,862	*
13	66,801	*
14	66,670	
15	66,000	*
16	65,988	
17	65,935	*
18	65,400	*
19	64,680	
20	64,608	
21	64,328	*
22	64,199	*
23	63,422	*
24	62,500	*
25	61,346	*
26	60,000	*
27	60,000	*
28	59,755	
29	59,460	
30	59,160	
31	58,650	*
32	58,000	*
33	57,801	*
34	57,681	*
35	57,000	*
36	56,952	*
37	56,500	*
38	56,499	
39	56,116	*
40	55,700	*
41	55,365	*

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* = NASULGC

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK (CONTINUED)	SALARY
42	55,000 *
43	55,000 *
44	54,300
45	53,869
46	53,739 *
47	53,721 *
48	53,428 *
49	53,150 *
50	52,944 *
51	52,800 *
52	52,033 *
53	52,000
54	52,000 *
55	51,920 *
56	51,556 *
57	51,540
58	51,048 *
59	51,028 *
60	51,000 *
61	50,619 *
62	50,479 *
63	50,124
64	50,122 *
65	50,000 *
66	49,920 *
67	49,764 *
68	49,629 *
69	49,488 *
70	49,396
71	48,472
72	48,340
73	48,325 *
74	48,246
75	47,900 *
76	47,750 *
77	47,435 *
78	47,292 *
79	47,259
80	46,900 *
81	46,820 *
82	46,600 *
83	46,575 *
84	45,883
85	45,480 *
86	45,332 *
87	45,250 *
88	45,058 *
89	45,055 *
90	45,000
91	44,880 *
92	44,480 *
93	44,350
94	44,200
95	44,152
96	44,040
97	44,000
98	43,563
99	43,320 *
100	42,316
101	41,928
102	41,278
103	40,529
104	40,498
105	40,480 *
106	40,147 *
107	39,216 *
108	39,000
109	38,596
110	38,080
111	37,790
112	37,740 *
113	36,050
114	35,343
115	32,235 *
116	30,700 *
117	29,760 *
118	27,450 *
119	26,700 *

AVERAGE "*" 53,895

AVERAGE ALL 52,154

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	79,943
2	79,536 *
3	79,000 *
4	78,500 *
5	77,543 *
6	73,529 *
7	72,941 *
8	72,775 *
9	71,622 *
10	68,988 *
11	68,543
12	68,300 *
13	67,000 *
14	66,000 *
15	63,690 *
16	63,040
17	63,000 *
18	63,000 *
19	61,140
20	61,105 *
21	60,800 *
22	60,251 *
23	60,015 *
24	60,000 *
25	60,000 *
26	59,640 *
27	59,106 *
28	58,000 *
29	57,047 *
30	55,464
31	55,200
32	55,148 *
33	55,120 *
34	54,775 *
35	54,714 *
36	54,288 *
37	54,262
38	53,800 *
39	53,626 *
40	53,329 *
41	53,112 *
42	53,000 *
43	53,000 *
44	52,930
45	52,666
46	51,883 *
47	51,504 *
48	51,500 *
49	50,900
50	50,750 *
51	50,112 *
52	49,644 *
53	49,516 *
54	49,440 *
55	48,049 *
56	48,045
57	47,993 *
58	47,966
59	47,895
60	47,880 *
61	47,201
62	47,100
63	46,858 *

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* = NASULGC

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK (CONTINUED)	SALARY	
64	46,555	
65	45,946	
66	45,900	*
67	45,754	
68	45,288	*
69	45,164	
70	45,000	*
71	44,544	*
72	44,500	*
73	42,744	
74	42,617	*
75	42,024	
76	42,015	
77	41,950	*
78	41,912	
79	41,348	*
80	41,050	
81	41,000	
82	40,000	*
83	39,398	
84	38,490	
85	38,272	
86	38,250	
87	36,750	*
88	36,518	
89	36,264	*
90	36,180	*
91	35,306	*
92	35,300	
93	35,250	*
94	35,028	
95	34,900	
96	32,798	
97	32,700	
98	31,500	*
99	30,668	*
100	30,000	*
101	25,852	*
AVERAGE "*"	53,626	
AVERAGE ALL	51,163	

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
1	118,000	
2	100,000	*
3	95,316	*
4	91,425	
5	90,400	*
6	89,448	*
7	85,000	*
8	83,076	*
9	82,000	*
10	81,975	*
11	80,351	*
12	79,206	*
13	78,431	*
14	77,844	*
15	75,975	*
16	75,263	*
17	75,000	
18	74,800	*
19	74,100	
20	74,000	
21	73,300	*
22	72,612	*
23	71,940	*
24	71,060	*
25	70,008	
26	70,000	*
27	69,050	
28	68,740	*
29	68,064	*
30	67,611	
31	(67,600)	*
32	67,400	*
33	66,941	*
34	66,512	*
35	66,456	*
36	66,288	*
37	66,250	*
38	66,180	*
39	66,179	*
40	65,690	*
41	65,520	*
42	65,431	
43	65,400	
44	65,400	*
45	65,300	
46	65,000	*
47	64,500	*
48	63,562	*
49	63,239	*
50	63,000	*
51	62,640	*
52	62,500	*
53	61,500	
54	61,213	*
55	61,128	
56	61,089	
57	60,664	
58	60,000	*
59	59,500	*
60	59,023	*
61	58,900	*
62	58,761	*
63	57,996	
64	57,559	
65	56,004	
66	56,000	*
67	55,000	
68	54,672	
69	54,114	
70	54,090	
71	54,000	
72	54,000	*
73	53,955	
74	53,952	*
75	(53,519)	
76	53,000	*
77	52,324	
78	52,000	*
79	51,250	*
80	50,702	*
81	50,633	
82	50,195	*
83	49,980	*
84	49,980	*
85	49,900	*
86	48,947	*
87	48,522	*
88	46,958	
89	46,464	*
90	46,435	
91	45,075	
92	45,000	*
93	44,310	
94	43,972	
95	43,740	
96	43,444	*
97	43,353	*
98	42,000	*
99	34,950	*
100	34,152	*

* = NASULGC

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TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK (CONTINUED)	SALARY
101	28,227
AVERAGE "x"	64,192
AVERAGE ALL	62,704

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	70,980 *
2	66,500 *
3	65,004 *
4	64,199 *
5	60,907 *
6	60,000 *
7	58,584 *
8	58,404
9	57,367 *
10	56,960 *
11	56,300 *
12	56,000
13	55,957 *
14	55,906 *
15	(53,519)
16	53,160 *
17	(53,076)
18	52,750 *
19	52,393
20	51,890 *
21	51,843
22	51,550 *
23	51,000 *
24	50,880
25	50,388 *
26	50,293 *
27	50,000 *
28	49,500
29	49,000 *
30	48,488
31	48,292 *
32	48,264
33	47,940 *
34	47,845 *
35	47,500 *
36	47,000 *
37	46,440
38	45,750 *
39	45,442
40	45,192 *
41	45,000 *
42	44,952 *
43	44,823
44	44,325
45	44,244 *
46	43,965 *
47	43,820
48	42,268
49	42,200 *
50	42,050
51	41,836 *
52	41,712
53	41,628
54	41,468 *
55	40,975 *
56	40,800 *
57	40,359 *
58	40,051 *
59	39,592 *
60	39,204 *
61	39,204 *
62	39,050
63	38,557 *
64	38,474
65	38,000 *
66	37,680 *
67	37,615 *
68	37,566
69	37,356 *
70	37,000
71	36,771 *
72	36,344
73	36,200 *
74	36,000 *
75	35,781
76	35,429
77	35,422
78	35,306 *
79	35,180 *
80	34,900 *
81	34,496 *
82	33,765
83	33,372 *
84	32,300 *
85	32,000 *
86	31,962 *
87	31,690
88	31,548
89	31,543 *
90	31,500
91	30,980 *
92	30,222 *
93	28,986
94	28,149 *
95	27,138
96	26,000
97	24,832 *
98	23,764 *
AVERAGE "x"	44,363
AVERAGE ALL	43,468

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	150,000 *
2	104,500 *
3	94,392 *
4	94,000
5	89,000 *
6	85,500 *
7	85,046 *
8	80,785 *
9	80,600 *
10	79,800 *
11	79,672 *
12	79,163
13	79,000 *
14	78,895 *
15	78,791 *
16	78,431 *
17	78,000 *
18	77,385 *
19	76,803 *
20	76,500 *
21	76,183 *
22	(75,480)
23	75,144
24	75,000 *
25	74,900
26	74,374 *
27	73,500 *
28	73,100 *
29	72,730 *
30	72,250 *
31	72,200
32	72,085 *

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* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK (CONTINUED)	SALARY
33	72,000 *
34	71,500
35	71,000
36	70,784 *
37	70,700 *
38	70,700 *
39	70,500 *
40	70,350 *
41	69,999 *
42	69,550 *
43	68,770 *
44	(68,493)*
45	68,328
46	67,980 *
47	67,684
48	66,912 *
49	66,837 *
50	66,338
51	66,300 *
52	66,100 *
53	65,954 *
54	65,776
55	65,520 *
56	65,352
57	65,044 *
58	65,000 *
59	65,000 *
60	65,000 *
61	63,900 *
62	63,270 *
63	62,759 *
64	62,638 *
65	62,500 *
66	62,291 *
67	61,860
68	61,700 *
69	61,464 *
70	61,200
71	60,834 *
72	60,345 *
73	59,944 *
74	59,450
75	58,989 *
76	58,572 *
77	58,500
78	58,236 *
79	58,200
80	58,075 *
81	58,000
82	57,860 *
83	57,725 *
84	57,559
85	57,365
86	57,023 *
87	57,000 *
88	56,000 *
89	55,900 *
90	55,744 *
91	55,250
92	54,936 *
93	54,700
94	54,558 *
95	54,325
96	53,520
97	53,419
98	53,304
99	(53,076)
100	52,336
101	52,000
102	52,000 *
103	51,000
104	50,985 *
105	50,900
106	50,825 *
107	50,160
108	49,680 *
109	48,300
110	48,215 *
111	47,561
112	47,355
113	46,937
114	46,500 *
115	44,773
116	43,480 *
117	43,000 *
118	42,964
119	41,000 *
120	39,499
121	37,051
122	34,850 *
AVERAGE "*"	67,316
AVERAGE ALL	64,427

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	120,000 *
2	111,344 *
3	111,000 *
4	110,000 *
5	109,800 *
6	109,572 *
7	107,910 *
8	107,280 *
9	106,000 *
10	105,461 *
11	105,312
12	105,000 *
13	105,000 *
14	105,000 *
15	104,151
16	(102,942)*
17	102,192 *
18	101,500 *
19	101,000 *
20	100,760 *
21	100,300 *
22	100,300 *
23	100,000 *
24	99,576
25	99,273 *
26	99,000
27	98,922 *
28	98,000 *
29	97,355 *
30	95,274 *
31	95,000
32	94,118 *
33	94,049
34	93,780 *
35	93,550 *
36	93,340 *
37	(93,250)*
38	93,000 *
39	92,925 *
40	92,910 *
41	92,681 *
42	92,567 *
43	91,500 *
44	91,155
45	91,000 *
46	90,900 *
47	90,900 *
48	90,000 *

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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK (CONTINUED)	SALARY	
49	90,000	*
50	90,000	*
51	89,826	*
52	89,000	*
53	88,300	
54	88,300	*
55	87,900	*
56	87,200	*
57	87,125	*
58	87,000	*
59	86,950	*
60	86,576	*
61	85,944	*
62	85,692	*
63	85,500	
64	84,996	
65	84,654	*
66	84,470	*
67	84,460	
68	84,074	*
69	84,000	
70	83,750	*
71	83,527	
72	83,396	
73	83,208	
74	83,110	
75	82,900	*
76	82,845	
77	82,400	
78	81,703	*
79	81,100	*
80	80,074	*
81	79,785	
82	79,500	*
83	79,076	*
84	79,000	
85	78,950	*
86	78,798	*
87	78,690	*
88	78,666	*
89	77,780	*
90	77,755	
91	77,379	
92	77,000	*
93	76,200	
94	(75,480)	
95	75,438	*
96	74,242	
97	73,676	
98	73,620	*
99	73,480	*
100	72,771	
101	71,705	
102	71,200	*
103	71,146	
104	70,900	
105	68,000	
106	66,600	
107	65,321	
108	63,119	*
109	63,000	
110	61,908	
111	61,200	
112	60,184	
AVERAGE "*"	91,829	
AVERAGE ALL	87,923	

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY	
1	(93,250)	*
2	90,828	
3	90,288	*
4	89,208	*
5	86,900	
6	86,120	
7	85,000	*
8	81,450	*
9	80,000	*
10	79,800	
11	78,163	
12	77,550	*
13	77,500	*
14	77,151	
15	76,008	*
16	75,720	*
17	75,600	*
18	73,272	*
19	73,100	*
20	72,657	
21	72,200	*
22	72,000	
23	71,697	
24	71,569	*
25	70,130	*
26	70,000	*
27	69,850	*
28	69,139	
29	68,511	*
30	68,500	*
31	68,436	*
32	67,452	*
33	67,269	*
34	66,500	*
35	66,101	*
36	65,042	*
37	64,907	*
38	64,632	*
39	64,605	
40	64,600	*
41	64,500	*
42	64,500	*
43	63,762	*
44	63,077	*
45	62,897	*
46	62,500	*
47	61,471	*
48	61,000	*
49	60,639	
50	60,240	
51	60,000	*
52	60,000	*
53	60,000	*
54	59,235	*
55	59,100	*
56	58,650	
57	58,480	*
58	58,467	*
59	56,700	
60	55,540	
61	55,000	
62	52,855	
63	52,808	*
64	52,317	
65	51,999	*
66	51,182	
67	51,132	
68	50,552	
69	50,399	
70	49,751	*
71	48,240	*
72	48,139	
73	47,466	*
74	46,226	*
75	43,186	
76	42,190	*

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

(CONTINUED)

AVERAGE "*" 66,496

AVERAGE ALL 65,617

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	99,031 *
2	95,051 *
3	94,059 *
4	87,000 *
5	84,406 *
6	80,200 *
7	79,356 *
8	77,448
9	76,116 *
10	73,788 *
11	70,222 *
12	69,944 *
13	68,289 *
14	68,245 *
15	63,658 *
16	62,772 *
17	62,712
18	60,792
19	59,976 *
20	58,000
21	55,908 *
22	55,837 *
23	55,784 *
24	54,712 *
25	53,508 *
26	53,040 *
27	52,620 *
28	52,500 *
29	51,899 *
30	50,700 *
31	50,291 *
32	49,045 *
33	49,030 *
34	47,703
35	47,426
36	46,900 *
37	45,480 *
38	44,062 *
39	43,150 *
40	42,900
41	42,899
42	42,549 *
43	42,500 *
44	41,600
45	41,600 *
46	41,200
47	41,000 *
48	38,723 *
49	38,396
50	37,805 *
51	36,000 *
52	35,700 *
53	35,004 *
54	34,770 *
55	34,400 *
56	33,936 *
57	31,187 *
58	30,900
59	27,253
60	25,917
61	25,841 *
62	21,420

AVERAGE "*" 55,481

AVERAGE ALL 52,809

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	96,700
2	85,300 *
3	85,000 *
4	83,400 *
5	81,349 *
6	78,066 *
7	77,909 *
8	77,759 *
9	77,000 *
10	77,000 *
11	76,413 *
12	76,140 *
13	75,240 *
14	75,187 *
15	72,450
16	72,000 *
17	71,205
18	70,000 *
19	69,984
20	69,900 *
21	69,530 *
22	69,500 *
23	69,446 *
24	69,300 *
25	69,224 *
26	69,185 *
27	68,900
28	68,244 *
29	68,137 *
30	65,500
31	65,500 *
32	65,316
33	64,800 *
34	63,750 *
35	63,215 *
36	63,000 *
37	63,000 *
38	(62,400)*
39	62,100
40	62,000 *
41	61,790 *
42	61,500
43	61,200 *
44	61,198 *
45	60,974
46	60,112 *
47	59,643 *
48	59,196 *
49	59,000 *
50	58,710 *
51	57,684 *
52	57,165
53	56,796 *
54	56,709
55	56,110 *
56	55,692 *
57	55,531
58	55,300 *
59	55,238 *
60	55,000
61	54,960
62	54,752 *
63	54,600 *
64	54,394 *
65	54,000 *
66	53,833
67	53,775 *
68	53,568 *
69	52,900 *
70	52,760

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* = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK (CONTINUED)	SALARY	
71	52,750	*
72	52,300	*
73	52,000	
74	51,719	*
75	51,534	*
76	51,000	*
77	50,910	*
78	50,882	
79	50,600	*
80	50,500	*
81	50,368	
82	50,004	*
83	49,902	
84	49,890	
85	49,632	*
86	49,220	
87	48,480	*
88	48,380	
89	48,300	
90	48,200	*
91	47,028	
92	46,835	
93	46,198	*
94	46,117	*
95	45,910	*
96	44,448	
97	43,529	*
98	43,322	*
99	43,283	*
100	43,200	*
101	42,882	
102	42,738	
103	42,720	*
104	42,500	*
105	41,474	
106	39,624	
107	39,600	
108	39,133	
109	38,781	
110	38,552	
111	37,570	*
112	37,312	*
113	35,700	
114	35,500	*
115	34,941	*
116	30,468	
117	30,000	
118	29,395	
AVERAGE "*"	59,529	
AVERAGE ALL	56,860	

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	
1	88,700	
2	81,071	
3	76,450	*
4	74,799	*
5	74,496	
6	72,500	*
7	72,080	*
8	71,815	
9	71,400	*
10	70,700	*
11	70,638	*
12	70,410	*
13	68,840	
14	68,824	*
15	68,822	*
16	68,000	*
17	67,898	*
18	67,000	*
19	66,696	
20	66,310	*
21	65,632	*
22	64,792	*
23	63,911	
24	63,873	*
25	63,500	*
26	63,396	*
27	63,392	*
28	63,294	*
29	63,180	*
30	63,000	*
31	63,000	
32	62,964	*
33	62,810	*
34	62,550	*
35	62,500	*
36	62,500	*
37	(62,400)	*
38	62,200	*
39	61,809	
40	61,634	*
41	61,153	*
42	60,614	*
43	60,596	
44	60,528	
45	60,270	*
46	60,000	*
47	59,912	*
48	59,300	*
49	59,150	*
50	58,452	*
51	58,008	
52	58,000	
53	57,544	
54	57,456	*
55	56,110	*
56	56,076	*
57	55,650	
58	55,394	*
59	55,199	
60	55,100	*
61	55,000	*
62	55,000	
63	55,000	*
64	54,693	
65	54,480	
66	54,008	
67	53,753	
68	53,750	
69	53,573	*
70	53,132	*
71	53,004	*
72	53,000	
73	52,500	*
74	52,500	*
75	52,409	
76	51,929	*
77	51,667	*
78	51,566	
79	51,373	*
80	51,093	*
81	50,382	*
82	50,357	
83	50,294	*
84	50,004	
85	50,000	*
86	49,500	*
87	49,115	
88	49,000	*
89	48,960	
90	48,721	*
91	48,680	
92	48,509	
93	48,500	*

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK (CONTINUED)	SALARY	
94	47,397	*
95	47,076	*
96	46,943	
97	46,750	*
98	46,692	*
99	46,383	
100	45,441	
101	45,000	*
102	44,768	*
103	43,896	
104	43,785	*
105	43,785	*
106	42,998	*
107	42,972	
108	41,228	*
109	41,200	
110	40,800	
111	40,728	*
112	40,000	
113	39,700	*
114	39,630	
115	39,596	
116	38,466	
117	38,078	
118	37,100	*
119	35,415	*

AVERAGE "*" 57,211

AVERAGE ALL 56,097

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	81,500	*
2	79,956	*
3	78,468	*
4	75,744	*
5	74,088	*
6	72,000	
7	70,420	*
8	68,972	*
9	68,000	
10	67,870	*
11	67,020	*
12	66,698	
13	66,471	*
14	65,820	*
15	65,238	*
16	65,200	*
17	65,193	*
18	64,800	*
19	64,375	*
20	64,210	
21	62,000	*
22	62,000	*
23	61,540	
24	61,500	*
25	61,008	
26	61,005	
27	60,980	*
28	59,916	*
29	59,846	*
30	59,450	*
31	59,124	*
32	58,688	*
33	58,500	*
34	58,340	*
35	58,000	*
36	58,000	*
37	57,948	
38	57,596	
39	57,500	
40	57,365	
41	57,204	
42	56,027	*
43	55,692	*
44	55,662	
45	55,409	*
46	55,400	
47	55,377	*
48	55,000	*
49	54,810	*
50	54,659	*
51	54,575	*
52	54,408	
53	54,394	*
54	54,125	*
55	54,086	*
56	54,036	*
57	53,926	*
58	53,834	
59	53,600	*
60	53,469	*
61	52,840	*
62	52,404	*
63	52,083	*
64	52,000	
65	52,000	*
66	51,854	*
67	51,800	*
68	51,750	*
69	51,668	*
70	51,558	*
71	51,525	
72	51,435	*
73	51,000	*
74	50,637	
75	50,571	
76	50,448	*
77	50,348	*
78	50,159	
79	50,139	
80	50,136	*
81	49,544	
82	48,612	
83	47,920	*
84	47,886	*
85	47,636	*
86	47,380	
87	47,257	
88	47,209	*
89	46,750	*
90	46,680	*
91	46,226	*
92	46,000	*
93	45,800	*
94	45,560	*
95	45,480	*
96	45,077	*
97	45,011	
98	44,953	*
99	44,658	*
100	44,400	*
101	44,106	
102	43,990	
103	43,600	
104	43,530	*
105	43,200	*
106	43,000	
107	42,240	
108	42,167	
109	42,032	*
110	41,856	
111	41,509	
112	41,037	*
113	41,026	
114	41,000	
115	40,968	

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* = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK (CONTINUED)	SALARY
116	40,668
117	40,308
118	40,243
119	38,333 *
120	38,100 *
121	37,273 *
122	36,700 *
123	35,858
124	34,624
125	34,558

AVERAGE "*" 54,944

AVERAGE ALL 53,171

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	103,464 *
2	96,000 *
3	93,438 *
4	86,328 *
5	79,354 *
6	77,660 *
7	77,455 *
8	77,154 *
9	76,650
10	76,000 *
11	75,050 *
12	71,315 *
13	71,124 *
14	70,500 *
15	70,380 *
16	68,786 *
17	67,350 *
18	66,660
19	66,240 *
20	65,307 *
21	65,000 *
22	64,341 *
23	64,216 *
24	64,000 *
25	63,900 *
26	63,365 *
27	62,580
28	62,408 *
29	62,400 *
30	62,256
31	61,263
32	60,050
33	59,646 *
34	59,640 *
35	59,220 *
36	58,097 *
37	58,075 *
38	57,843
39	57,783 *
40	57,000 *
41	56,991 *
42	56,788 *
43	56,751 *
44	56,400
45	56,318
46	56,271
47	56,176 *
48	56,135 *
49	55,721 *
50	55,719 *
51	55,480 *
52	55,457 *
53	55,388 *
54	55,000 *
55	54,590
56	53,922 *
57	53,895
58	53,519 *
59	53,106 *
60	53,040 *
61	53,000 *
62	52,490 *
63	52,488 *
64	52,236
65	52,160
66	52,131 *
67	52,100 *
68	51,547
69	51,000 *
70	50,564 *
71	50,531 *
72	50,000
73	49,999 *
74	49,090 *
75	49,012
76	48,410
77	48,075 *
78	47,900
79	47,824 *
80	47,670
81	47,200
82	47,004 *
83	46,900 *
84	46,000 *
85	45,236
86	44,800 *
87	44,770 *
88	44,720 *
89	44,402 *
90	44,200 *
91	43,992
92	43,212
93	42,916
94	41,927 *
95	41,912
96	41,732 *
97	41,550 *
98	41,374 *
99	41,100 *
100	40,290
101	40,000 *
102	39,900 *
103	39,800 *
104	39,470 *
105	39,010
106	38,853
107	38,604
108	36,300 *
109	36,234 *
110	35,597
111	35,169
112	34,730
113	33,096
114	32,876
115	32,550
116	32,136
117	29,362 *
118	20,000 *

AVERAGE "*" 56,815

AVERAGE ALL 54,094

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	175,000 *
2	135,000 *
3	130,476 *

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK (CONTINUED)	SALARY	
4	122,400	*
5	113,235	*
6	112,500	*
7	108,412	*
8	107,876	*
9	106,996	*
10	106,091	*
11	105,480	*
12	105,366	*
13	104,251	*
14	103,503	
15	102,291	
16	100,920	*
17	100,781	*
18	100,026	*
19	99,876	*
20	97,779	*
21	97,650	*
22	96,977	*
23	92,400	*
24	91,326	*
25	91,175	*
26	90,300	
27	87,550	
28	85,911	*
29	85,500	*
30	85,080	*
31	85,000	*
32	84,975	*
33	84,956	*
34	84,072	*
35	83,760	*
36	82,610	*
37	82,592	*
38	82,344	
39	82,224	*
40	81,810	*
41	81,549	*
42	81,200	*
43	80,504	*
44	80,340	
45	80,323	*
46	80,302	*
47	80,238	
48	80,003	
49	79,606	*
50	78,500	*
51	78,480	*
52	77,768	*
53	77,250	*
54	76,848	
55	76,566	*
56	75,595	*
57	74,830	*
58	74,500	*
59	74,462	*
60	74,380	*
61	74,060	
62	73,900	*
63	73,119	
64	73,100	
65	72,363	
66	70,848	
67	70,100	*
68	69,912	
69	68,421	
70	67,199	
71	66,790	*
72	65,484	
73	65,172	*
74	63,440	*
75	62,000	*
76	61,391	*
77	60,947	*
78	60,000	
79	58,316	
80	58,008	*
81	57,000	*
82	53,268	*
83	53,100	*
84	52,322	*
85	51,100	*
86	50,977	
87	50,000	
88	47,531	
89	46,140	
90	46,102	
91	42,840	*
92	41,621	
93	41,480	*
94	41,139	
95	41,000	*
96	40,763	
97	40,737	*
98	40,469	*
99	37,900	*
100	36,552	
101	32,300	*
102	31,895	
103	31,100	*
104	28,275	
105	28,000	*
AVERAGE "*"	80,279	
AVERAGE ALL	75,599	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY	
1	74,800	*
2	73,224	*
3	70,588	*
4	69,933	
5	66,936	*
6	65,532	
7	65,000	*
8	63,725	*
9	63,692	*
10	62,865	*
11	62,845	*
12	62,747	*
13	62,160	
14	62,000	*
15	61,270	*
16	59,673	*
17	59,546	*
18	59,481	*
19	59,153	
20	59,150	*
21	58,411	
22	57,000	*
23	56,780	*
24	56,208	*
25	56,100	*
26	55,397	*
27	55,294	*
28	55,024	*
29	55,000	*
30	54,250	*
31	54,106	
32	53,957	
33	53,900	*
34	53,456	
35	53,200	*
36	53,000	*
37	53,000	*
38	52,800	*
39	52,500	

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* = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY
40	52,392 *
41	52,150 *
42	52,137
43	51,805 *
44	51,163
45	50,844 *
46	50,631
47	50,470
48	50,300
49	50,190 *
50	50,144 *
51	50,102 *
52	49,693 *
53	49,213
54	48,762 *
55	48,348 *
56	48,184
57	47,833 *
58	47,772 *
59	47,695 *
60	47,525 *
61	47,508
62	47,448 *
63	47,000 *
64	46,812 *
65	46,365 *
66	46,350
67	46,308
68	45,444
69	45,250 *
70	45,240 *
71	45,161 *
72	45,156
73	45,000 *
74	44,902
75	44,874 *
76	44,737 *
77	44,440 *
78	44,179
79	44,078 *
80	44,000 *
81	43,683 *
82	43,090 *
83	43,076 *
84	43,008 *
85	42,700 *
86	42,500 *
87	42,100
88	42,054 *
89	42,000
90	41,774 *
91	41,748 *
92	41,480 *
93	40,400 *
94	39,360 *
95	39,055 *
96	38,207
97	37,960
98	37,900
99	37,744
100	37,700 *
101	37,544 *
102	37,517
103	37,262
104	37,040
105	36,975
106	36,736
107	36,541 *
108	35,772
109	35,283
110	34,700
111	34,188
112	34,155
113	32,607
114	32,445 *
115	31,758
116	30,900 *
117	28,964 *
118	27,090
AVERAGE "*"	50,371
AVERAGE ALL	48,443

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	(114,432)*
2	110,000
3	105,000 *
4	100,000 *
5	99,930 *
6	99,500 *
7	96,765 *
8	91,400 *
9	91,312 *
10	90,196 *
11	89,550 *
12	87,500 *
13	81,292 *
14	80,000 *
15	80,000
16	80,000 *
17	79,980 *
18	79,897 *
19	(75,280)*
20	62,220 *
AVERAGE "*"	89,125
AVERAGE ALL	89,713

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	103,800 *
2	102,921 *
3	94,600 *
4	89,000 *
5	88,107 *
6	87,823 *
7	87,000 *
8	83,000 *
9	81,000 *
10	80,500 *
11	78,984
12	76,800 *
13	(75,280)*
14	74,900
15	(74,040)
16	74,010 *
17	73,100
18	72,800 *
19	72,775 *
20	72,000 *
21	70,498 *
22	(69,059)*
23	68,550 *
24	68,545
25	68,000
26	68,000
27	67,440
28	66,600 *
29	66,117 *
30	(66,048)
31	65,900
32	65,000 *

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OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK (CONTINUED)	SALARY
33	63,463
34	(63,267)
35	62,220 *
36	62,064 *
37	61,706 *
38	61,200 *
39	61,200 *
40	60,840
41	60,560 *
42	60,000 *
43	58,500
44	58,225 *
45	58,000
46	57,811 *
47	57,780 *
48	57,242 *
49	57,200 *
50	57,014 *
51	56,496 *
52	55,500 *
53	55,235 *
54	54,203
55	53,922 *
56	53,721 *
57	53,000 *
58	52,800
59	52,130 *
60	51,396 *
61	51,350 *
62	50,358
63	50,000 *
64	50,000 *
65	48,471
66	44,900 *
67	44,220 *
68	42,500 *
69	41,140
70	37,350
71	30,052 *
AVERAGE "*"	65,318
AVERAGE ALL	64,215

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	95,000 *
2	90,700 *
3	88,602 *
4	88,141 *
5	88,000 *
6	87,737 *
7	84,500 *
8	84,000
9	82,976 *
10	82,403 *
11	81,030 *
12	80,650 *
13	80,012 *
14	79,943 *
15	79,400 *
16	79,000 *
17	78,762 *
18	77,250 *
19	77,210 *
20	76,500 *
21	76,335 *
22	76,000
23	75,930 *
24	75,600 *
25	75,588 *
26	75,500 *
27	75,250 *
28	75,000 *
29	74,690 *
30	74,608 *
31	(74,040)
32	73,482
33	73,400 *
34	73,368 *
35	72,420 *
36	72,400 *
37	72,240 *
38	72,200 *
39	72,100 *
40	71,999
41	71,000 *
42	70,980 *
43	70,838 *
44	70,778 *
45	70,600 *
46	70,000 *
47	69,393 *
48	(69,059)*

RANK	SALARY
49	68,824 *
50	68,631 *
51	68,487 *
52	68,172 *
53	68,000
54	67,521 *
55	67,158 *
56	66,715
57	66,660
58	(66,048)
59	66,000 *
60	65,800 *
61	65,050 *
62	65,000
63	64,954 *
64	64,656 *
65	63,700 *
66	63,548 *
67	63,468
68	(63,267)
69	63,000 *
70	62,975 *
71	62,877 *
72	62,800 *
73	62,315
74	62,190
75	62,060
76	61,917 *
77	61,732
78	61,466 *
79	61,000
80	61,000 *
81	60,660
82	60,600 *
83	60,302 *
84	60,248
85	60,050 *
86	59,559
87	59,085 *
88	58,972
89	58,748 *
90	58,710
91	58,704 *
92	58,541
93	58,440
94	58,188
95	58,080 *
96	58,000
97	57,655 *
98	57,000 *
99	56,790 *
100	56,681

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* = NASULGC

TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK (CONTINUED)	SALARY	
101	56,148	
102	54,618	
103	54,154	*
104	54,075	
105	54,024	
106	53,934	
107	53,460	
108	52,260	*
109	51,200	*
110	51,005	*
111	50,905	
112	45,800	
113	45,700	
114	45,000	
115	38,580	*
116	37,614	
AVERAGE "*"	69,998	
AVERAGE ALL	66,785	

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY	
1	93,100	*
2	85,000	*
3	81,133	*
4	77,880	*
5	76,550	*
6	75,787	*
7	75,000	*
8	73,440	*
9	72,500	*
10	72,269	*
11	70,452	
12	70,216	*
13	69,875	*
14	69,539	*
15	69,300	*
16	67,457	*
17	67,157	*
18	67,078	*
19	66,800	
20	66,536	*
21	66,336	*
22	65,835	
23	65,525	*
24	64,888	*
25	63,961	*
26	63,600	
27	63,600	*
28	63,071	
29	62,006	*
30	61,400	*
31	60,000	*
32	59,504	*
33	59,172	*
34	59,064	*
35	59,021	*
36	58,433	
37	58,376	*
38	58,130	*
39	58,000	
40	57,759	*
41	57,500	*
42	57,493	*
43	57,400	*
44	56,800	
45	56,773	
46	56,651	*
47	56,604	
48	56,384	
49	56,000	*
50	55,828	*
51	55,743	
52	55,728	
53	55,674	*
54	55,550	
55	55,500	*
56	55,499	*
57	55,122	*
58	55,100	*
59	54,549	*
60	54,162	
61	53,529	*
62	53,000	*
63	52,479	*
64	52,050	*
65	52,000	*
66	51,738	
67	51,500	
68	51,430	*
69	50,955	*
70	50,800	
71	50,496	*
72	50,470	
73	50,000	
74	49,574	
75	49,150	
76	49,040	*
77	49,004	*
78	48,870	*
79	48,434	
80	48,242	*
81	48,216	
82	47,964	*
83	47,686	*
84	47,610	*
85	47,486	*
86	47,220	*
87	47,200	*
88	46,143	*
89	45,916	*
90	45,326	*
91	44,460	*
92	44,431	
93	44,331	
94	43,752	
95	43,704	
96	43,620	*
97	42,492	*
98	42,047	
99	42,030	*
100	42,024	*
101	41,940	
102	40,878	
103	40,700	
104	40,656	
105	40,401	*
106	39,800	*
107	39,100	*
108	38,966	
109	38,850	
110	38,727	
111	37,620	*
112	37,103	
113	36,400	*
114	35,344	
115	34,528	*
116	34,422	*
117	34,390	
118	33,887	
119	31,500	*
120	31,230	*
121	30,660	*
122	30,280	*
123	30,080	
124	28,414	*
125	26,800	*

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

(CONTINUED)

AVERAGE "*" 54,885

AVERAGE ALL 52,991

RANK	SALARY
39	83,952 *
40	83,200 *
41	83,028
42	82,872 *
43	82,776
44	82,773 *
45	82,539
46	(81,600)*
47	80,900
48	80,000
49	80,000
50	79,687
51	78,211
52	77,900
53	77,250
54	75,000 *
55	75,000
56	75,000 *
57	74,000
58	67,647
59	65,400 *
60	(60,700)
61	60,000 *

AVERAGE "*" 93,938

AVERAGE ALL 89,910

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	113,105 *
2	111,000 *
3	110,000 *
4	109,207
5	109,000 *
6	108,070 *
7	108,048 *
8	106,000 *
9	105,958 *
10	105,884 *
11	103,000 *
12	(102,942)*
13	100,835 *
14	100,583 *
15	100,000 *
16	99,708 *
17	98,000 *
18	97,400 *
19	97,000 *
20	96,520 *
21	96,500
22	96,000 *
23	95,000
24	94,694 *
25	94,370 *
26	93,717 *
27	92,725 *
28	90,125
29	90,000
30	90,000 *
31	90,000 *
32	89,088
33	88,369 *
34	87,500 *
35	87,360 *
36	86,000
37	86,000 *
38	85,392

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	105,107 *
2	104,500 *
3	103,688 *
4	98,000 *
5	94,000 *
6	92,718 *
7	(92,037)*
8	90,000 *
9	90,000 *
10	88,330 *
11	85,000 *
12	83,000 *
13	78,200 *
14	78,000
15	77,559
16	77,050
17	75,641 *
18	75,300 *
19	73,000 *
20	72,217 *
21	69,400 *
22	64,062 *
23	61,387 *
24	61,234 *
25	(60,700)
26	56,100 *
27	49,560

AVERAGE "*" 82,406

AVERAGE ALL 79,844

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	119,431 *
2	94,999 *
3	90,000 *
4	83,070 *
5	82,600 *
6	81,815 *
7	75,667 *
8	75,300 *
9	74,550 *
10	74,400 *
11	74,250 *
12	73,000
13	73,000
14	72,114 *
15	70,108 *
16	69,850 *
17	69,500
18	68,004
19	67,400 *
20	67,300 *
21	67,120 *
22	66,850 *
23	66,837 *
24	66,706 *
25	65,836
26	65,469 *
27	64,605
28	64,500 *
29	64,216 *
30	64,003 *
31	63,750 *
32	63,000 *
33	62,951
34	62,627 *

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* = NASULGC

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK (CONTINUED)	SALARY	
35	62,584	*
36	61,610	*
37	(60,724)	*
38	60,336	*
39	60,000	*
40	59,779	*
41	59,704	*
42	59,666	*
43	57,061	*
44	56,925	
45	56,881	*
46	56,043	
47	55,550	*
48	55,500	
49	54,899	*
50	54,870	*
51	54,840	
52	54,600	*
53	54,590	
54	54,432	*
55	53,900	
56	53,728	*
57	53,532	
58	53,309	*
59	53,124	*
60	53,092	*
61	52,980	*
62	52,350	
63	52,237	
64	51,912	*
65	50,500	*
66	50,393	
67	50,232	
68	50,082	
69	50,067	
70	50,000	*
71	50,000	*
72	49,848	*
73	49,526	
74	48,860	
75	48,362	*
76	47,600	
77	47,000	*
78	46,324	
79	45,655	*
80	45,000	
81	44,940	
82	44,913	*
83	44,004	*
84	41,712	*
85	41,400	*
86	41,352	
87	41,250	
88	40,674	
89	40,478	
90	40,000	*
91	39,792	
92	39,228	
93	39,037	
94	31,500	*
95	30,240	*
96	29,203	*
AVERAGE "*"	60,684	
AVERAGE ALL	57,862	

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY	
1	123,354	*
2	109,500	
3	105,000	*
4	94,500	*
5	93,829	
6	93,635	*
7	87,424	*
8	87,000	*
9	83,160	*
10	45,818	*
AVERAGE "*"	89,986	
AVERAGE ALL	92,322	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY	
1	102,588	*
2	(92,037)	*
3	87,549	*
4	84,000	*
5	83,091	*
6	82,800	*
7	81,950	*
8	81,324	*
9	80,220	
10	79,213	*
11	79,000	*
12	78,279	*
13	77,000	*
14	76,143	*
15	74,081	
16	74,000	
17	71,000	*
18	70,000	*
19	69,276	*
20	68,251	
21	65,055	*
22	65,000	*
23	65,000	*
24	64,900	*
25	64,250	
26	63,979	*
27	63,725	*
28	63,360	*
29	62,976	*
30	62,438	
31	(60,724)	*
32	60,000	*
33	58,300	*
34	57,360	*
35	56,326	*
36	55,000	*
37	53,879	*
38	(52,562)	*
39	52,260	*
40	50,000	
41	47,000	*
42	42,786	*
43	40,449	*
44	38,000	*
45	31,476	*
AVERAGE "*"	66,194	
AVERAGE ALL	66,413	

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY	
1	157,198	*
2	137,255	*
3	130,008	*
4	130,000	*

* = NASULGC

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PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK (CONTINUED)	SALARY
5	125,000 *
6	121,200 *
7	120,000 *
8	114,300 *
9	110,000 *
10	109,500 *
11	104,308
12	100,478 *
13	100,000 *
14	96,000 *
15	95,400 *
16	93,650 *
17	93,600 *
18	93,045 *
19	92,759
20	91,000
21	90,551
22	89,856 *
23	82,593 *
24	(81,600)*
25	81,480 *
26	81,454
27	77,380 *
28	73,950 *
29	72,800 *
30	71,085 *
31	59,364
AVERAGE "*"	102,295
AVERAGE ALL	99,252

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	130,000 *
2	116,875 *
3	104,700 *
4	100,000 *
5	(92,000)*
6	88,500 *
7	87,125
8	86,500 *
9	85,494 *
10	85,000 *
11	82,788 *
12	80,954 *
13	80,000 *
14	80,000 *
15	80,000 *
16	80,000
17	79,671 *
18	79,308 *
19	77,988
20	72,100
21	72,034
22	71,750 *
23	71,400 *
24	70,411
25	70,000 *
26	69,928 *
27	69,250
28	67,920 *
29	66,960 *
30	66,500
31	66,183 *
32	65,044 *
33	65,000 *
34	64,923 *
35	64,368
36	63,160
37	62,986 *
38	62,708 *
39	62,500 *
40	62,025 *
41	61,170 *
42	60,878 *
43	60,500 *
44	57,680 *
45	57,200 *
46	55,872
47	55,076 *
48	53,560
49	53,295
50	52,750
51	52,188
52	52,107 *
53	50,490
54	50,300 *
55	49,357
56	47,250 *
57	46,944 *
58	46,601
59	45,240 *
60	(45,000)
61	44,665 *
62	43,990
63	40,350 *
64	40,000
65	39,944 *
66	38,966
67	35,920
68	35,675
AVERAGE "*"	70,464
AVERAGE ALL	65,839

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	110,800 *
2	108,760 *
3	93,000
4	(92,000)*
5	90,735 *
6	88,330 *
7	80,648 *
8	75,740 *
9	74,275 *
10	73,684 *
11	73,063 *
12	72,976
13	71,120 *
14	71,110 *
15	71,000 *
16	70,554
17	70,000 *
18	70,000 *
19	69,525 *
20	68,000 *
21	67,007 *
22	66,934 *
23	66,300 *
24	65,750
25	65,315 *
26	64,214 *
27	64,086 *
28	62,750 *
29	62,728 *
30	61,746 *
31	61,308
32	60,950 *
33	60,804 *
34	60,606 *
35	60,576 *
36	58,580 *

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* = NASULGC

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK (CONTINUED)	SALARY	
37	57,900	*
38	56,928	*
39	56,750	*
40	56,429	
41	55,306	*
42	54,500	*
43	53,848	*
44	(52,562)	*
45	52,367	*
46	52,015	
47	50,957	
48	50,766	*
49	50,625	*
50	50,534	
51	50,406	*
52	50,167	*
53	50,000	
54	50,000	*
55	49,008	
56	48,960	*
57	48,791	
58	48,036	*
59	47,500	
60	47,454	*
61	47,060	*
62	47,000	*
63	46,872	*
64	45,696	
65	45,675	
66	45,510	*
67	45,000	*
68	(45,000)	
69	44,762	*
70	44,712	
71	44,300	*
72	43,962	
73	43,264	*
74	42,953	
75	42,672	
76	42,516	*
77	42,457	*
78	42,084	*
79	42,079	
80	41,956	
81	41,700	
82	41,558	
83	41,500	*
84	41,440	
85	41,076	
86	40,440	*
87	39,944	*
88	39,512	
89	38,472	
90	38,386	
91	35,514	
92	34,669	
93	33,500	
94	33,324	
95	32,200	
96	30,690	
97	29,795	*
AVERAGE "*"	60,008	
AVERAGE ALL	55,320	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY	
1	117,914	*
2	117,400	*
3	115,000	*
4	114,000	*
5	108,000	*
6	104,000	*
7	103,500	*
8	102,900	*
9	101,520	*
10	101,200	*
11	98,050	*
12	94,300	*
13	90,000	*
14	90,000	*
15	89,000	*
16	88,594	*
17	88,494	*
18	87,457	*
19	86,190	*
20	82,318	*
21	79,800	*
22	73,297	*
23	72,480	*
24	65,700	*
25	63,718	*
26	57,751	
27	47,379	
28	42,859	*
29	37,869	
30	37,740	*
31	37,335	*
AVERAGE "*"	87,599	
AVERAGE ALL	83,734	

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY	
1	150,000	*
2	126,131	*
3	120,460	*
4	120,000	*
5	115,812	*
6	113,808	*
7	112,000	*
8	111,727	*
9	111,000	*
10	110,469	*
11	109,200	*
12	108,600	*
13	108,172	*
14	107,200	*
15	106,100	*
16	106,080	
17	105,000	*
18	102,370	*
19	101,000	*
20	99,246	*
21	99,200	
22	98,429	*
23	96,533	
24	95,940	*
25	95,353	*
26	95,320	*
27	94,694	*
28	94,200	*
29	92,795	
30	92,412	*
31	91,870	*
32	91,793	*
33	90,000	*
34	89,088	
35	87,918	*
36	85,000	*
37	81,500	
38	79,294	*
39	79,143	*

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* = NASULGC

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK (CONTINUED)	SALARY
40	79,002 *
41	78,976
42	(67,320)*
AVERAGE "*"	101,600
AVERAGE ALL	100,004

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	132,500 *
2	(130,000)*
3	127,000
4	121,600 *
5	114,706 *
6	(114,480)*
7	112,651 *
8	(112,486)*
9	110,004 *
10	109,605 *
11	109,293 *
12	(108,000)*
13	(107,000)
14	105,000 *
15	105,000 *
16	103,872 *
17	103,741 *
18	(102,600)*
19	100,880 *
20	99,588 *
21	97,889 *
22	95,000 *
23	(93,685)*
24	93,330 *
25	(92,767)*
26	92,000 *
27	88,138 *
28	87,990 *
29	82,000
30	80,028
31	80,004 *
32	79,521
33	75,000 *
34	58,569
35	55,940
AVERAGE "*"	103,279
AVERAGE ALL	99,482

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	130,008 *
2	112,750 *
3	103,293 *
4	100,663 *
5	95,000 *
6	92,577 *
7	85,944 *
8	85,194 *
9	82,968 *
10	80,000 *
11	78,525 *
12	77,866 *
13	76,884 *
14	76,157 *
15	75,020 *
16	74,970 *
17	74,938
18	73,900 *
19	73,740 *
20	73,166 *
21	72,925 *
22	70,622 *
23	70,000 *
24	69,972 *
25	69,226
26	68,817 *
27	68,680 *
28	68,417
29	67,596 *
30	67,412
31	(67,320)*
32	67,074 *
33	67,060
34	66,696
35	66,117 *
36	65,750 *
37	65,000 *
38	64,200
39	63,469 *
40	63,336
41	62,557
42	62,322 *
43	62,292 *
44	62,004
45	61,596 *
46	61,381
47	61,000 *
48	60,203
49	58,720 *
50	57,744
51	57,200 *
52	56,850 *
53	56,806
54	55,980
55	55,682 *
56	54,952 *
57	54,925 *
58	54,863
59	54,832
60	53,560 *
61	53,256 *
62	52,000 *
63	51,728
64	51,719 *
65	51,587 *
66	51,523
67	50,900 *
68	50,300 *
69	50,112 *
70	49,141 *
71	48,480 *
72	48,236
73	47,348 *
74	46,983
75	46,880
76	45,980
77	45,956 *
78	45,000
79	44,985 *
80	44,499
81	43,280 *
82	41,500 *
83	40,550
AVERAGE "*"	67,576
AVERAGE ALL	64,348

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
AGRICULTURE

RANK	SALARY
1	140,000 *
2	134,863 *
3	128,508 *
4	125,387 *
5	122,130 *
6	121,000 *
7	117,400 *
8	116,556 *
9	116,500 *
10	113,590 *
11	112,616 *
12	112,000 *
13	110,398 *
14	109,650 *
15	108,180 *
16	107,526 *
17	105,600 *
18	104,220 *
19	104,100 *
20	103,704 *
21	102,000 *
22	100,000 *
23	99,391 *
24	97,800 *
25	95,000 *
26	93,200 *
27	92,000 *
28	91,972 *
29	90,140 *
30	89,508 *
31	87,400 *
32	84,330 *
33	84,114 *
34	83,000 *
35	81,537 *
36	81,280 *
37	79,143 *
38	77,220 *
39	73,700 *
40	72,101
41	(68,156)
42	63,554
AVERAGE "*"	102,479
AVERAGE ALL	100,011

DEANS:
ARCHITECTURE

RANK	SALARY
1	133,441 *
2	110,176 *
3	110,000 *
4	110,000 *
5	109,800 *
6	106,000 *
7	105,750 *
8	102,000 *
9	100,274 *
10	100,000
11	100,000 *
12	100,000
13	97,965 *
14	96,500 *
15	95,932 *
16	95,300 *
17	93,445 *
18	91,970 *
19	90,900 *
20	90,458 *
21	90,426 *
22	89,881
23	89,369 *
24	88,170
25	87,360 *
26	85,536 *
27	84,890 *
28	83,500 *
29	83,487 *
30	82,400 *
31	82,000 *
32	81,818 *
33	80,889 *
34	80,340
35	77,444
36	69,316 *
AVERAGE "*"	94,697
AVERAGE ALL	93,798

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	110,000 *
2	101,316 *
3	95,940
4	92,000 *
5	90,492
6	90,012 *
7	88,400
8	79,695 *
AVERAGE "*"	94,605
AVERAGE ALL	93,482

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	150,000
2	145,800 *
3	145,000 *
4	140,000 *
5	132,500 *
6	120,935 *
7	120,000 *
8	113,500 *
9	112,834 *
10	112,500 *
11	110,453 *
12	110,000
13	109,984 *
14	109,400 *
15	108,396 *
16	108,300 *
17	107,193
18	105,882 *
19	105,000 *
20	104,500 *
21	104,500 *
22	102,515 *
23	102,024 *
24	101,800
25	101,199 *
26	100,828 *
27	100,700
28	100,000
29	99,750 *
30	99,468
31	99,364 *
32	98,547 *
33	98,280
34	97,626 *
35	97,300 *
36	96,900 *

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* = NASULGC

DEANS:
ARTS AND SCIENCES

RANK (CONTINUED)	SALARY	
37	96,800	*
38	96,075	*
39	96,024	*
40	95,900	*
41	95,000	
42	95,000	*
43	95,000	*
44	94,950	*
45	94,000	*
46	94,000	
47	93,347	*
48	93,000	*
49	92,550	*
50	92,500	*
51	92,000	
52	91,670	
53	91,183	*
54	91,000	*
55	90,000	
56	87,600	
57	87,600	*
58	87,252	*
59	87,204	
60	85,000	
61	85,000	*
62	84,504	*
63	84,243	*
64	84,069	*
65	83,300	
66	82,555	*
67	81,529	
68	79,000	
69	78,700	*
70	77,532	
71	75,309	
72	72,809	*
73	72,460	
74	71,500	
75	71,490	
76	70,255	
77	70,176	
78	70,000	*
79	69,180	*
80	68,959	
81	60,256	

RANK (CONTINUED)	SALARY
AVERAGE "*"	100,166
AVERAGE ALL	96,055

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY	
1	163,000	*
2	158,998	*
3	154,875	*
4	154,500	*
5	152,000	*
6	150,900	
7	150,000	*
8	150,000	*
9	145,774	*
10	141,689	
11	140,000	*
12	133,000	*
13	132,000	
14	130,362	*
15	130,000	*
16	127,685	*
17	127,489	
18	123,450	*
19	122,418	*
20	121,396	*
21	120,000	
22	120,000	
23	120,000	*
24	120,000	*
25	118,922	*
26	118,900	*
27	117,645	*
28	117,300	*
29	116,900	*
30	116,343	*
31	115,870	*
32	115,000	
33	114,527	*
34	113,468	*
35	113,244	*
36	111,500	*
37	111,350	
38	111,080	
39	111,000	
40	110,004	*
41	110,000	*

RANK	SALARY	
42	110,000	*
43	109,804	*
44	109,020	*
45	108,999	*
46	108,650	*
47	108,528	
48	108,043	*
49	107,865	*
50	107,634	*
51	107,364	*
52	107,000	*
53	106,710	*
54	106,603	*
55	106,000	*
56	105,174	*
57	105,000	*
58	104,948	*
59	103,848	*
60	103,000	*
61	102,500	*
62	102,429	*
63	102,375	*
64	101,610	*
65	101,000	*
66	100,500	*
67	98,830	*
68	98,520	*
69	98,000	*
70	97,700	*
71	97,166	
72	96,526	*
73	95,832	
74	95,550	*
75	95,000	*
76	94,452	
77	93,448	*
78	93,276	*
79	93,132	
80	93,100	
81	92,700	*
82	91,284	
83	91,000	*
84	91,000	
85	90,984	
86	90,640	
87	90,492	
88	90,000	*
89	87,720	
90	87,516	*
91	86,200	
92	85,165	
93	84,200	*

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
BUSINESS MANAGEMENT

RANK (CONTINUED)	SALARY
94	84,000 *
95	83,522
96	83,500
97	83,250
98	83,178 *
99	82,500
100	80,608
101	80,480 *
102	80,000
103	79,144
104	79,100
105	77,660
106	77,532
107	77,461 *
108	76,920 *
109	76,670
110	75,786 *
111	74,857
112	73,672
113	73,337
114	72,917 *
115	71,696
116	70,911
117	68,600 *
AVERAGE "*"	109,867
AVERAGE ALL	104,649

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	123,000
2	102,000 *
3	100,055 *
4	99,528 *
5	99,000 *
6	97,481 *
7	96,458 *
8	95,550
9	95,000 *
10	91,800 *
11	90,900 *
12	90,900 *
13	90,327 *
14	90,192
15	89,886 *
16	89,778 *
17	89,040 *
18	89,007 *
19	88,700 *
20	88,590 *
21	87,192 *
22	86,206 *
23	85,904 *
24	85,720 *
25	83,000 *
26	82,900 *
27	82,858
28	82,311 *
29	81,790 *
30	81,032
31	80,498 *
32	80,415 *
33	80,255 *
34	80,000 *
35	79,900
36	78,714 *
37	78,348 *
38	78,180
39	77,789
40	77,353 *
41	76,000 *
42	75,000 *
43	74,600
44	74,393 *
45	74,339 *
46	74,077
47	73,792
48	73,644
49	73,500 *
50	73,500 *
51	73,452 *
52	73,400 *
53	72,302 *
54	72,100
55	71,889
56	71,737 *
57	71,734 *
58	71,223 *
59	(71,200)
60	71,004 *
61	70,326 *
62	68,941
63	68,850
64	68,609 *
65	66,675 *
66	66,650
67	66,480 *
68	66,287
69	66,180
70	66,000 *
71	64,800 *
72	64,690 *
73	63,800 *
74	63,629
75	61,522 *
76	60,023
77	58,959 *
78	57,835 *
79	56,100 *
80	55,157
81	52,788
82	51,425 *
83	51,000
84	48,556
85	41,280
86	38,385 *
AVERAGE "*"	78,411
AVERAGE ALL	76,225

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	169,116 *
2	116,000 *
3	110,000
4	96,248 *
5	95,300 *
6	92,808 *
7	87,700 *
8	65,970 *
AVERAGE "*"	103,306
AVERAGE ALL	104,143

DEANS:
EDUCATION

RANK	SALARY
1	142,000 *
2	124,000
3	120,000 *

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DEANS:
EDUCATION
(CONTINUED)

RANK	SALARY	
4	119,366	*
5	118,800	*
6	118,738	*
7	118,451	*
8	116,863	*
9	115,620	*
10	115,000	*
11	112,305	*
12	109,000	*
13	106,694	*
14	106,350	*
15	106,000	*
16	103,872	*
17	103,120	*
18	102,941	*
19	102,856	*
20	102,675	*
21	102,500	*
22	101,900	*
23	101,500	*
24	101,454	*
25	101,000	*
26	100,000	*
27	100,000	
28	98,800	*
29	97,890	*
30	97,110	*
31	97,000	*
32	95,000	
33	95,000	
34	95,000	*
35	95,000	
36	94,884	
37	94,605	*
38	94,500	*
39	94,400	
40	94,100	*
41	94,000	*
42	93,984	*
43	93,018	*
44	92,880	*
45	92,600	
46	92,111	*
47	91,690	*
48	91,600	*
49	91,164	
50	90,306	*
51	90,000	*
52	90,000	*
53	89,962	*
54	89,900	*
55	89,535	*
56	89,425	
57	89,000	
58	88,900	*
59	88,704	
60	88,056	
61	88,000	*
62	87,303	*
63	87,000	*
64	86,700	*
65	86,340	*
66	85,930	*
67	85,908	*
68	85,404	*
69	85,000	
70	85,000	*
71	84,000	*
72	84,000	*
73	84,000	*
74	82,820	*
75	82,400	*
76	82,385	*
77	81,886	
78	81,500	
79	81,200	
80	80,328	*
81	80,000	*
82	80,000	
83	80,000	
84	79,856	*
85	79,725	*
86	79,401	
87	79,200	*
88	78,096	*
89	77,532	
90	76,871	
91	76,450	
92	75,725	
93	75,480	
94	75,344	
95	75,000	
96	73,752	
97	73,137	*
98	72,532	
99	72,480	*
100	72,460	*
101	72,439	*
102	72,332	*
103	72,101	
104	71,756	
105	71,200	*
106	70,491	
107	68,972	*
108	68,444	
109	68,040	
110	67,817	
111	67,500	*
112	67,431	
113	65,660	
114	65,108	*
115	58,316	

AVERAGE "*" 93,324

AVERAGE ALL 89,399

DEANS:
ENGINEERING

RANK	SALARY	
1	168,000	*
2	165,000	
3	164,000	*
4	156,500	*
5	156,500	*
6	155,004	*
7	147,905	*
8	147,436	*
9	142,500	*
10	141,750	*
11	138,856	*
12	138,600	*
13	135,000	*
14	128,800	*
15	127,500	*
16	127,394	*
17	127,100	*
18	126,445	
19	125,600	*
20	125,417	*
21	125,000	*
22	122,784	
23	122,549	*
24	121,954	*
25	121,000	*
26	121,000	*
27	120,000	*
28	119,381	
29	117,300	*

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
ENGINEERING

RANK (CONTINUED)	SALARY	
30	116,989	*
31	116,347	*
32	115,000	*
33	114,996	*
34	113,341	*
35	113,000	
36	112,358	*
37	111,624	*
38	111,500	*
39	111,400	*
40	111,125	*
41	110,464	*
42	110,434	*
43	110,364	
44	110,000	
45	109,668	*
46	109,440	*
47	109,000	
48	108,116	
49	108,000	
50	107,302	*
51	107,000	*
52	106,600	
53	106,090	
54	105,724	*
55	105,074	*
56	105,060	*
57	105,040	*
58	103,320	*
59	102,600	*
60	102,504	*
61	102,421	*
62	101,382	*
63	101,040	*
64	100,956	*
65	99,050	*
66	99,020	*
67	98,589	
68	97,538	
69	97,512	
70	97,300	
71	97,000	
72	97,000	*
73	96,728	
74	96,623	*
75	95,549	*
76	94,762	
77	94,248	*
78	92,300	*
79	92,088	*
80	90,972	
81	90,360	*
82	90,200	*
83	89,907	
84	89,668	
85	88,000	*
86	87,836	*
87	84,943	
88	84,835	*
89	84,338	*
90	81,080	*
91	76,000	
92	75,525	
93	74,778	
94	72,080	*
95	70,040	
96	59,800	
AVERAGE "*"	114,285	
AVERAGE ALL	110,075	

DEANS:
FINE ARTS

RANK	SALARY	
1	127,000	*
2	120,000	*
3	110,052	*
4	109,100	*
5	105,000	*
6	97,364	*
7	97,000	*
8	95,000	*
9	94,900	*
10	94,050	*
11	90,686	*
12	90,000	*
13	89,928	
14	89,628	
15	88,900	*
16	88,000	*
17	87,816	*
18	86,000	
19	85,344	
20	85,000	
21	(84,780)	*
22	84,100	*
23	84,000	
24	83,584	
25	83,300	
26	83,246	
27	82,150	*
28	80,256	
29	77,888	
30	75,725	
31	72,113	*
32	70,818	*
33	70,134	*
34	69,427	*
35	66,690	*
36	65,000	*
37	63,895	*
38	62,200	*
39	57,938	
40	57,114	*
AVERAGE "*"	86,788	
AVERAGE ALL	85,128	

DEANS:
FORESTRY

RANK	SALARY	
1	106,800	*
2	95,004	*
3	92,100	*
4	89,435	*
5	89,119	
6	85,904	*
7	82,700	*
8	80,226	*
9	79,400	
10	76,736	
11	71,400	*
12	68,250	*
13	65,600	*
AVERAGE "*"	83,742	
AVERAGE ALL	83,283	

DEANS:
GRADUATE

RANK	SALARY	
1	136,200	*
2	132,000	*
3	130,000	*
4	(130,000)	*
5	121,000	*
6	(114,480)	*
7	114,024	*
8	(112,486)	*
9	108,088	*
10	(108,000)	*
11	(107,000)	
12	102,964	*
13	(102,600)	*
14	100,301	*
15	100,000	*
16	100,000	*
17	100,000	*
18	98,921	*
19	98,385	*
20	95,240	*
21	94,758	*
22	(93,685)	*
23	93,318	
24	93,256	*
25	93,234	*
26	(92,767)	*
27	92,160	
28	91,750	*
29	91,700	*
30	91,667	
31	90,300	*
32	90,000	*
33	90,000	*
34	89,950	*
35	89,600	
36	89,265	
37	88,000	*
38	87,560	*
39	87,500	*
40	87,500	*
41	87,400	*
42	85,380	
43	84,550	*
44	84,276	*
45	84,000	
46	81,480	*
47	81,396	
48	81,067	*
49	80,800	*
50	80,700	*
51	80,303	
52	80,300	
53	79,861	
54	79,200	*
55	78,650	*
56	78,614	*
57	77,940	*
58	77,640	*
59	77,156	*
60	77,100	
61	77,100	
62	76,320	
63	76,072	
64	75,480	*
65	75,100	
66	74,450	*
67	73,452	
68	72,255	
69	72,000	
70	(71,200)	
71	70,911	
72	70,692	
73	68,694	
74	67,500	*
75	67,493	*
76	66,137	*
77	65,437	
78	64,700	
79	63,963	
80	63,880	*
81	57,200	

AVERAGE "*" 93,039

AVERAGE ALL 87,870

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY	
1	105,000	*
2	102,500	*
3	99,084	*
4	96,660	
5	90,000	*
6	89,040	*
7	88,227	*
8	85,394	
9	84,580	*
10	81,599	
11	78,026	
12	74,373	*
13	71,100	
14	70,468	*
15	65,085	

AVERAGE "*" 89,252

AVERAGE ALL 85,409

DEANS:
HOME ECONOMICS

RANK	SALARY	
1	120,000	*
2	112,633	*
3	108,800	*
4	105,265	*
5	103,124	*
6	101,387	*
7	100,980	*
8	99,500	*
9	98,308	*
10	97,500	*
11	95,850	*
12	93,336	*
13	92,684	*
14	91,548	*
15	86,920	*
16	86,690	*
17	82,500	*
18	82,161	*
19	81,000	*
20	79,285	*
21	76,550	*
22	76,492	*
23	73,000	*
24	(68,156)	
25	66,200	*
26	63,004	

AVERAGE "*" 92,155

AVERAGE ALL 90,111

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
HUMANITIES

RANK	SALARY	
1	106,440	*
2	104,853	*
3	102,800	*
4	102,228	*
5	98,000	*
6	97,000	*
7	94,600	*
8	94,379	*
9	93,500	*
10	92,500	*
11	85,509	*
12	85,000	
13	80,000	*
14	67,929	*
15	67,296	
16	64,111	
AVERAGE "*"	93,826	
AVERAGE ALL	89,759	

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY	
1	108,700	*
2	106,500	*
3	102,000	*
4	99,337	*
5	98,000	
6	97,000	*
7	96,900	*
8	95,000	*
9	94,000	*
10	93,850	*
11	92,220	*
12	91,120	*
13	90,000	*
14	84,800	*
15	81,150	*
16	80,800	*
17	80,320	*
18	74,500	
19	73,152	*
20	66,600	
21	50,779	*

RANK SALARY (CONTINUED)

AVERAGE "*"	89,868	
AVERAGE ALL	88,416	

DEANS:
LAW

RANK	SALARY	
1	180,000	*
2	174,000	*
3	171,800	*
4	164,100	*
5	156,768	
6	155,000	
7	147,295	*
8	145,000	*
9	145,000	*
10	145,000	*
11	141,354	*
12	140,000	*
13	138,600	*
14	136,271	*
15	136,128	*
16	133,164	
17	129,944	*
18	127,660	*
19	127,512	*
20	126,499	*
21	124,965	
22	124,000	
23	123,082	*
24	122,900	
25	122,676	*
26	120,817	*
27	120,750	*
28	120,000	*
29	117,254	*
30	114,900	*
31	113,200	*
32	112,500	*
33	111,057	*
34	109,500	*
35	108,650	*
36	107,415	*
37	106,528	*
38	106,000	*
39	105,000	*
40	102,960	*
41	102,929	*
42	101,700	*
43	100,524	
44	93,250	*
45	91,980	*
46	85,800	*
AVERAGE "*"	124,977	
AVERAGE ALL	125,901	

DEANS:
LIBERAL ARTS

RANK	SALARY	
1	155,500	*
2	122,000	*
3	114,948	*
4	98,124	*
5	96,994	*
6	96,796	*
7	95,210	*
8	92,300	*
9	91,000	
10	90,228	
11	89,808	*
12	89,500	*
13	89,107	
14	88,056	
15	85,300	*
16	78,755	
17	78,409	*
18	77,117	
19	75,000	
20	73,925	
21	73,640	
AVERAGE "*"	101,241	
AVERAGE ALL	92,939	

DEANS:
LIBRARY SCIENCE

RANK	SALARY	
1	157,000	*
2	104,300	*
3	102,000	*
4	99,000	
5	92,100	*
6	91,000	*

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* = NASULGC

DEANS:
LIBRARY SCIENCE

RANK (CONTINUED)	SALARY
7	90,000 *
8	90,000 *
9	90,000 *
10	88,824 *
11	88,359 *
12	86,300 *
13	82,819 *
14	82,161 *
15	73,731 *
16	72,553 *
17	72,225 *
18	71,585 *
19	68,967
AVERAGE "*"	90,292
AVERAGE ALL	89,628

DEANS:
MATHEMATICS

RANK	SALARY
1	155,004 *
2	109,400 *
3	(107,805)*
4	91,865
5	75,480 *
6	73,661
AVERAGE "*"	111,922
AVERAGE ALL	102,203

DEANS:
MUSIC

RANK	SALARY
1	120,500
2	119,300 *
3	115,094 *
4	98,000 *
5	89,460 *
6	84,999 *
7	(84,780)*
8	82,803 *
9	82,464 *
10	81,900 *
AVERAGE "*"	93,200
AVERAGE ALL	95,930

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	125,000 *
2	122,491
3	119,000 *
4	100,000 *
5	94,326 *
6	89,004 *
7	86,500 *
8	83,363
9	75,912
10	69,869
AVERAGE "*"	102,305
AVERAGE ALL	96,547

DEANS:
SCIENCE

RANK	SALARY
1	176,716 *
2	145,000 *
3	121,958
4	119,933 *
5	117,000 *
6	116,171 *
7	114,649 *
8	113,252 *
9	113,000
10	(107,805)*
11	107,688 *
12	105,700 *
13	104,794 *
14	104,545
15	104,140 *
16	103,872 *
17	103,000
18	100,000 *
19	98,800
20	98,261 *
21	96,000 *
22	93,220 *
23	92,940 *
24	92,000
25	91,284
26	90,742
27	89,800 *
28	89,160 *
29	82,965 *
30	81,369
31	74,000
32	70,460
33	66,480
AVERAGE "*"	108,527
AVERAGE ALL	102,627

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	116,152 *
2	115,000 *
3	108,502 *
4	104,592 *
5	103,625 *
6	102,922 *
7	100,920 *
8	99,828 *
9	99,465
10	99,400 *
11	96,024
12	95,760 *
13	92,500 *
14	85,000
15	80,800
16	76,128
17	70,480 *
18	68,956 *
AVERAGE "*"	98,357
AVERAGE ALL	95,336

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* = NASULGC

TABLE I (CONTINUED)

DEANS:
SOCIAL WORK

RANK	SALARY
1	143,500 *
2	120,000 *
3	114,480 *
4	114,108 *
5	110,000 *
6	109,200 *
7	107,944
8	102,000 *
9	100,602 *
10	99,500 *
11	97,500 *
12	97,097 *
13	94,896 *
14	91,495 *
15	91,000 *
16	87,600 *
17	87,000 *
18	85,815 *
19	85,725 *
20	84,350 *
21	83,835 *
22	78,162 *
23	78,060 *
24	76,730 *
25	74,600 *
26	54,172
AVERAGE "*"	96,136
AVERAGE ALL	94,976

DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	102,897
2	101,789 *
3	92,482 *
4	91,548
5	91,500 *
6	88,325 *
7	85,000 *
8	82,500
9	79,550 *
10	79,012 *
11	78,100 *
12	76,000 *
13	74,000
14	70,044 *
15	67,900
16	60,588
AVERAGE "*"	84,180
AVERAGE ALL	82,577

DEANS:
UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	99,750 *
2	92,700 *
3	91,623 *
4	86,843
5	86,000 *
6	82,008 *
7	81,430 *
8	77,477 *
9	74,913 *
10	73,800 *
11	71,336 *
12	70,980 *
13	69,299 *
14	68,444
15	66,180 *
16	65,900 *
17	65,868
18	63,809 *
19	60,813 *
20	52,006
AVERAGE "*"	76,751
AVERAGE ALL	75,059

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	170,000 *
2	146,440 *
3	144,500 *
4	142,000 *
5	140,000 *
6	132,565
7	132,500 *
8	128,454 *
9	125,004 *
10	124,000 *
11	120,000 *
12	120,000 *
13	117,916 *
14	116,142 *
15	114,346 *
16	107,494 *
17	99,588
18	95,880 *
AVERAGE "*"	127,792
AVERAGE ALL	126,491

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	138,050 *
2	108,400
3	108,000 *
4	105,000 *
5	100,400
6	97,444 *
7	97,147 *
8	93,553 *
9	93,400 *
10	93,000 *
11	92,817 *
12	92,224 *
13	91,500 *
14	90,377
15	88,343
16	87,745 *
17	87,080 *
18	86,160
19	86,000
20	85,600
21	85,400 *
22	85,320 *
23	84,080 *
24	83,491
25	82,175 *
26	81,081 *
27	80,900 *
28	80,411 *
29	79,280
30	75,000
31	74,237
32	71,647

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* = NASULGC

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK (CONTINUED)	SALARY
33	67,500
AVERAGE "*"	92,816
AVERAGE ALL	89,478

MEDICAL DEANS:
MEDICINE

RANK	SALARY	
1	302,500	*
2	264,914	*
3	257,737	*
4	242,000	*
5	231,750	*
6	217,900	*
7	216,882	*
8	195,821	*
9	194,720	*
10	185,000	*
11	183,744	*
12	182,750	*
13	182,000	*
14	180,218	
15	176,737	*
16	170,252	*
17	164,320	*
18	163,836	*
19	(163,611)	*
20	160,000	*
21	157,792	*
22	150,468	*
23	143,364	*
24	140,004	*
25	138,960	*
26	138,253	*
27	135,750	*
28	126,080	
29	120,000	
30	117,212	*
31	116,107	*
32	114,962	*
33	112,000	*
34	109,434	*
35	107,050	*
36	78,132	*

RANK (CONTINUED)	SALARY
AVERAGE "*"	170,181
AVERAGE ALL	167,841

MEDICAL DEANS:
NURSING

RANK	SALARY	
1	136,200	*
2	135,354	*
3	121,000	*
4	120,000	
5	115,149	*
6	115,000	*
7	113,600	*
8	113,518	*
9	113,370	*
10	112,350	*
11	110,832	*
12	110,208	*
13	105,000	*
14	103,574	*
15	102,121	*
16	101,000	*
17	99,120	*
18	97,500	*
19	97,200	*
20	95,000	*
21	95,000	*
22	94,840	*
23	94,681	*
24	93,000	*
25	90,000	*
26	90,000	
27	89,940	*
28	89,760	*
29	89,040	*
30	88,960	
31	88,400	*
32	87,602	
33	87,350	*
34	87,300	*
35	87,076	*
36	85,668	*
37	85,600	*
38	84,856	
39	84,660	
40	83,950	*
41	83,528	*

RANK	SALARY	
42	82,820	*
43	82,812	
44	81,750	*
45	80,963	*
46	80,844	
47	79,853	*
48	79,150	
49	78,866	*
50	78,549	*
51	76,300	*
52	73,000	*
53	72,866	*
54	70,000	*
55	70,000	*
56	69,480	*
57	67,600	
58	63,036	
AVERAGE "*"	94,397	
AVERAGE ALL	92,521	

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY	
1	131,250	*
2	116,151	*
3	108,169	
4	94,900	*
AVERAGE "*"	114,100	
AVERAGE ALL	112,618	

MEDICAL DEANS:
PHARMACY

RANK	SALARY	
1	145,000	*
2	144,700	*
3	128,912	*
4	122,980	*
5	121,224	*
6	120,000	*
7	116,550	*
8	116,000	*
9	114,000	*
10	111,233	*
11	104,975	*

TABLE I (CONTINUED)

MEDICAL DEANS:
PHARMACY

RANK (CONTINUED)	SALARY
12	103,872 *
13	102,000 *
14	100,456 *
15	98,359 *
16	93,300 *
17	91,854 *
18	89,849 *
19	88,774
20	84,892 *
21	82,648 *
22	77,960 *
23	77,200 *
24	76,686 *
25	76,236 *
26	74,604 *
27	64,808 *
AVERAGE "X"	101,550
AVERAGE ALL	101,077

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	139,700 *
2	139,000 *
3	137,602 *
4	111,280 *
5	104,808 *
6	100,037 *
7	92,775 *
8	87,077 *
9	80,649 *
AVERAGE "X"	110,325
AVERAGE ALL	110,325

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	144,773 *
2	138,000 *
3	120,000 *
4	119,322 *
5	116,300 *
6	115,176 *
7	114,888 *
8	111,500 *
9	110,784 *
10	109,308 *
11	104,900 *
12	100,716 *
13	97,639 *
14	94,704 *
15	92,200 *
16	86,746 *
AVERAGE "X"	111,060
AVERAGE ALL	111,060

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE STATE-SUPPORTED UNIVERSITIES REPRESENTING FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-six universities reporting for 1992-93 from this region are as follows:

*Auburn University
*University of Alabama
*University of Alabama at Birmingham
*University of Alabama at Huntsville
University of South Alabama
Florida Atlantic University
*Florida State University
*University of Florida
University of Central Florida
Georgia Institute of Technology
Georgia State University
*University of Kentucky
*University of Louisville
*Mississippi State University
University of Southern Mississippi
*University of Mississippi
*North Carolina State University
*University of North Carolina - Chapel Hill
*University of North Carolina - Greensboro
*Clemson University
*University of South Carolina - Columbia
East Tennessee State University
*Memphis State University
Middle Tennessee State University
Tennessee Technological University
*University of Tennessee - Knoxville

TABLE II (CONTINUED)
ATLANTA REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	157,000 *
2	138,213 *
3	135,000
4	127,513
5	102,000 *
AVERAGE "*"	132,404
AVERAGE ALL	131,945

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	190,550 *
2	182,000 *
3	169,404
4	168,400
5	165,000 *
6	157,955 *
7	155,000 *
8	152,340
9	148,500 *
10	134,620 *
11	128,200 *
12	124,160 *
13	120,273 *
14	120,000 *
15	120,000 *
16	115,700 *
17	102,000 *
18	102,000
19	93,000
20	90,000
21	86,900
AVERAGE "*"	140,283
AVERAGE ALL	134,572

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	106,967
2	98,500
3	(94,494)*
4	92,030 *
5	73,228
6	(59,651)*
AVERAGE "*"	82,058
AVERAGE ALL	87,478

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	147,149
2	(97,500)*
3	78,258 *
AVERAGE "*"	87,879
AVERAGE ALL	107,636

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	111,000 *
2	100,000 *
3	(97,500)*
4	94,500
5	76,000 *
6	63,000 *
AVERAGE "*"	89,500
AVERAGE ALL	90,333

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	89,000 *
2	84,000 *
3	80,325 *
4	78,780 *
5	78,600 *
6	75,300 *
7	72,059
8	69,350 *
9	66,690
10	65,720
11	57,225 *
12	55,000
13	53,609 *
14	48,900
15	46,490 *
16	42,465 *
17	36,573 *
AVERAGE "*"	65,976
AVERAGE ALL	64,711

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY
1	309,000 *
2	201,200 *
3	(163,611)*
4	153,759 *
5	134,000 *
6	120,000
AVERAGE "*"	192,314
AVERAGE ALL	180,262

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	125,000 *
2	110,057 *
3	(94,494)*
4	89,000 *
5	84,790 *
6	67,860
AVERAGE "*"	100,668
AVERAGE ALL	95,200

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* = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	102,630 *
2	97,872 *
3	96,000 *
4	89,951 *
5	81,200 *
6	79,830
7	79,753
8	77,216 *
9	76,999 *
10	75,900 *
11	74,750 *
12	73,500
13	67,670 *
14	66,500
15	66,442 *
16	65,700 *
17	65,700 *
18	63,900 *
19	60,770
20	60,628
21	60,300 *
22	55,884
AVERAGE "*"	77,482
AVERAGE ALL	74,504

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	93,200 *
2	72,056 *
3	71,000 *
4	70,145 *
5	68,550 *
6	66,950 *
7	60,000 *
8	58,625
9	56,727 *
10	55,348 *
11	55,000 *
12	49,350 *
13	48,535 *
14	46,850
15	46,600 *
16	45,400
17	41,800 *
18	39,999 *
19	33,024
20	25,038 *
AVERAGE "*"	57,519
AVERAGE ALL	55,210

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	77,000 *
2	72,675
3	70,000 *
4	69,000 *
5	66,237 *
6	65,000 *
7	64,855
8	60,900
9	60,675 *
10	60,000 *
11	(59,651)*
12	59,500
13	58,289 *
14	57,100
15	55,115 *
16	53,960 *
17	49,085 *
18	43,608
19	42,253 *
AVERAGE "*"	60,482
AVERAGE ALL	60,258

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	99,200 *
2	92,836
3	91,100 *
4	90,000 *
5	89,709 *
6	84,798 *
7	78,400 *
8	77,793 *
9	77,750
10	77,000 *
11	74,643
12	73,575 *
13	68,028 *
14	67,200 *
15	64,725 *
16	61,700
17	56,004
18	53,167
19	48,260 *
AVERAGE "*"	77,676
AVERAGE ALL	75,047

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	155,000 *
2	(144,390)*
3	132,600 *
4	131,301 *
5	(129,000)*
6	121,200 *
7	109,200 *
8	102,000
9	96,636
10	(94,500)*
11	94,000 *
12	92,950 *
13	89,706 *
14	87,720
15	80,000
16	73,810
AVERAGE "*"	117,622
AVERAGE ALL	108,376

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	169,950 *
2	(144,390)*
3	(129,000)*

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC OFFICERS:
PROVOST

RANK (CONTINUED)	SALARY
4	125,900
5	125,460 *
6	118,000
7	118,000 *
8	115,500 *
9	107,935 *
10	106,200 *
11	106,000
12	(94,500)*
AVERAGE "*"	123,437
AVERAGE ALL	121,736

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	116,300 *
2	101,000
3	100,000 *
4	95,000 *
5	92,900 *
6	91,599 *
7	90,151
8	87,365 *
9	87,200 *
10	84,859 *
11	83,382 *
12	83,060 *
13	82,000 *
14	80,052
15	77,904 *
16	77,400 *
17	72,000
18	71,400 *
19	69,873
20	69,400
21	68,781 *
22	66,660 *
23	62,560
24	60,140
25	55,173

RANK (CONTINUED)	SALARY
AVERAGE "*"	85,363
AVERAGE ALL	81,046

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	119,800 *
2	117,785 *
3	114,756 *
4	113,800 *
5	112,500 *
6	106,896 *
7	102,049
8	101,600 *
9	100,500
10	100,000
11	99,100 *
12	97,650
13	96,960 *
14	89,008
15	86,800 *
16	86,032 *
17	82,847 *
18	82,500 *
19	77,500
20	77,435 *
21	73,828
22	67,900
AVERAGE "*"	99,915
AVERAGE ALL	95,784

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	97,449 *
2	91,902
3	89,251
4	(88,000)*
5	87,006 *
6	83,435 *
7	77,250 *
8	76,500 *
9	(71,400)*
10	71,400
11	69,999 *
12	66,175 *
13	66,173
14	64,408 *
15	62,822 *
16	61,200
17	58,270 *
18	55,300 *
19	54,280
20	53,872
21	40,100
AVERAGE "*"	73,693
AVERAGE ALL	70,771

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(96,090)*
2	(88,000)*
3	(71,400)*
4	53,235
5	51,450 *
6	49,900 *
7	47,348 *
8	46,965 *
9	43,066 *
10	35,305
11	34,620
12	34,560
AVERAGE "*"	61,777
AVERAGE ALL	54,328

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(96,090)*
2	56,064
3	55,150
4	47,200 *
5	43,260

* = NASULGC

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

(CONTINUED)

AVERAGE "*" 71,645

AVERAGE ALL 59,553

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	75,600 *
2	67,719 *
3	66,862 *
4	64,608
5	63,422 *
6	58,650 *
7	56,500 *
8	53,739 *
9	52,033 *
10	52,000
11	52,000 *
12	51,920 *
13	51,556 *
14	51,028 *
15	50,619 *
16	50,479 *
17	49,629 *
18	49,396
19	46,600 *
20	44,350
21	44,152
22	44,040
23	37,790
24	36,050
25	27,450 *

AVERAGE "*" 54,459

AVERAGE ALL 51,928

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	79,943
2	72,775 *
3	71,622 *
4	60,251 *
5	60,015 *
6	57,047 *
7	54,775 *
8	54,262
9	53,000 *
10	50,900
11	50,750 *
12	49,440 *
13	47,993 *
14	47,880 *
15	46,858 *
16	45,164
17	42,617 *
18	41,050
19	38,490
20	38,250
21	36,518
22	32,700

AVERAGE "*" 55,002

AVERAGE ALL 51,468

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	80,351 *
2	74,100
3	66,941 *
4	66,456 *
5	63,239 *
6	61,500
7	60,664
8	58,761 *
9	56,000 *
10	55,000
11	54,090
12	52,324
13	52,000 *
14	50,702 *
15	49,980 *
16	48,947 *
17	43,972
18	43,740
19	42,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 57,762

AVERAGE ALL 56,882

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	56,960 *
2	56,300 *
3	56,000
4	55,957 *
5	(53,076)
6	51,890 *
7	51,843
8	51,550 *
9	47,500 *
10	46,440
11	43,965 *
12	40,975 *
13	40,359 *
14	39,592 *
15	39,050
16	38,557 *
17	31,690
18	31,500
19	28,149 *
20	24,832 *

AVERAGE "*" 44,353

AVERAGE ALL 44,309

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	94,000
2	85,046 *
3	79,672 *
4	77,385 *
5	70,700 *
6	70,500 *
7	70,350 *
8	69,999 *
9	68,770 *
10	66,912 *

* = NASULGC

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TABLE II (CONTINUED)
ATLANTA REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK (CONTINUED)	SALARY
11	66,300 *
12	65,776
13	65,044 *
14	65,000 *
15	62,638 *
16	58,236 *
17	57,023 *
18	55,900 *
19	55,250
20	54,325
21	53,304
22	(53,076)
23	52,000
24	50,900
25	42,964
AVERAGE "*"	68,092
AVERAGE ALL	64,443

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	100,760 *
2	100,300 *
3	98,922 *
4	95,274 *
5	(93,250)*
6	91,155
7	90,900 *
8	90,000 *
9	89,826 *
10	88,300
11	87,200 *
12	83,396
13	82,900 *
14	81,703 *
15	79,500 *
16	78,950 *
17	78,798 *
18	78,690 *
19	77,379
20	77,000 *
21	75,438 *
22	72,771
23	70,900
24	61,908
25	61,200
AVERAGE "*"	87,024
AVERAGE ALL	83,457

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	(93,250)*
2	86,900
3	77,151
4	75,600 *
5	64,907 *
6	64,500 *
7	61,000 *
8	60,240
9	60,000 *
10	59,100 *
11	52,855
12	51,182
13	50,552
14	49,751 *
15	42,190 *
AVERAGE "*"	63,366
AVERAGE ALL	63,279

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	94,059 *
2	79,356 *
3	77,448
4	50,700 *
5	42,900
6	42,500 *
7	41,200
8	41,000 *
9	38,723 *
10	34,400 *
11	33,936 *
12	30,900

RANK (CONTINUED)	SALARY
AVERAGE "*"	51,834
AVERAGE ALL	50,594

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	85,300 *
2	78,066 *
3	72,450
4	69,185 *
5	64,800 *
6	63,215 *
7	61,790 *
8	61,198 *
9	55,300 *
10	54,960
11	53,775 *
12	52,760
13	52,300 *
14	51,534 *
15	50,600 *
16	46,835
17	46,198 *
18	43,283 *
19	42,720 *
20	39,600
21	38,781
22	37,570 *
23	37,312 *
24	30,468
25	30,000
AVERAGE "*"	56,126
AVERAGE ALL	52,800

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	74,799 *
2	74,496
3	68,840
4	66,310 *
5	63,873 *

* = NASULGC

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STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK (CONTINUED)	SALARY
6	63,500 *
7	62,810 *
8	59,300 *
9	55,100 *
10	55,000
11	53,573 *
12	52,409
13	51,929 *
14	51,093 *
15	48,960
16	45,000 *
17	43,896
18	43,785 *
19	42,998 *
20	41,228 *
21	39,630
22	39,596
23	38,078
24	35,415 *
AVERAGE "*"	54,048
AVERAGE ALL	52,984

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	65,820 *
2	64,375 *
3	62,000 *
4	58,688 *
5	55,409 *
6	53,600 *
7	53,469 *
8	51,800 *
9	51,435 *
10	51,000 *
11	50,637
12	48,612
13	47,886 *
14	47,257
15	46,000 *
16	44,400 *
17	44,106
18	43,990
19	43,530 *
20	43,200 *
21	43,000
22	42,240
23	42,032 *
24	41,509
25	41,037 *
26	40,308
AVERAGE "*"	51,511
AVERAGE ALL	49,128

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	66,240 *
2	65,307 *
3	65,000 *
4	60,050
5	58,075 *
6	55,388 *
7	53,519 *
8	53,040 *
9	52,488 *
10	52,100 *
11	49,999 *
12	47,824 *
13	47,670
14	44,800 *
15	44,402 *
16	43,212
17	42,916
18	41,912
19	39,900 *
20	36,300 *
21	36,234 *
22	35,169
23	34,730
24	32,136
AVERAGE "*"	51,289
AVERAGE ALL	48,267

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	135,000 *
2	122,400 *
3	105,480 *
4	103,503
5	97,650 *
6	96,977 *
7	92,400 *
8	84,956 *
9	81,810 *
10	81,200 *
11	80,504 *
12	80,003
13	74,500 *
14	74,380 *
15	69,912
16	57,000 *
17	52,322 *
18	51,100 *
19	47,531
20	46,102
21	40,763
22	32,300 *
23	31,095
24	31,100 *
AVERAGE "*"	79,475
AVERAGE ALL	73,783

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	69,933
2	62,865 *
3	62,000 *
4	55,397 *
5	55,024 *
6	55,000 *
7	53,957
8	53,900 *
9	53,000 *
10	44,078 *
11	44,000 *
12	42,700 *
13	42,100

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY
14	40,400 *
15	39,360 *
16	38,207
17	37,900
18	37,544 *
19	37,262
20	36,736
21	36,541 *
22	35,772
23	34,155
24	32,445 *
25	30,900 *
26	28,964 *
AVERAGE "*"	45,536
AVERAGE ALL	44,621

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	102,921 *
2	72,775 *
3	72,000 *
4	70,498 *
5	68,000
6	67,440
7	66,600 *
8	66,117 *
9	65,000 *
10	62,064 *
11	61,200 *
12	60,840
13	60,560 *
14	54,203
15	44,220 *
16	41,140
17	37,350
18	30,052 *
AVERAGE "*"	64,501
AVERAGE ALL	61,277

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	84,000
2	82,976 *
3	81,030 *
4	73,400 *
5	73,368 *
6	70,980 *
7	68,172 *
8	67,521 *
9	65,050 *
10	64,954 *
11	64,656 *
12	62,800 *
13	61,466 *
14	60,302 *
15	60,248
16	60,050 *
17	59,085 *
18	58,972
19	58,748 *
20	58,541
21	58,440
22	54,075
23	45,800
24	45,700
AVERAGE "*"	67,160
AVERAGE ALL	64,181

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	81,133 *
2	69,300 *
3	65,835
4	63,071
5	62,006 *
6	59,504 *
7	57,493 *
8	55,550
9	55,499 *
10	51,430 *
11	50,800
12	49,004 *
13	47,964 *
14	47,486 *
15	47,200 *
16	43,620 *
17	42,030 *
18	41,940
19	40,656
20	40,401 *
21	34,528 *
22	34,422 *
23	34,390
24	33,887
25	30,660 *
AVERAGE "*"	50,216
AVERAGE ALL	49,592

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	110,000 *
2	108,070 *
3	108,048 *
4	106,000 *
5	100,000 *
6	96,000 *
7	93,717 *
8	90,125
9	90,000 *
10	89,088
11	88,369 *
12	86,000 *
13	80,900
14	74,000
15	65,400 *
16	(60,700)
AVERAGE "*"	95,600
AVERAGE ALL	90,401

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	(92,037)*
2	90,000 *
3	88,330 *

* = NASULGC

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PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK (CONTINUED)	SALARY
4	77,050
5	61,234 *
6	(60,700)
7	49,560

AVERAGE "*" 82,900

AVERAGE ALL 74,130

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	94,999 *
2	75,667 *
3	75,300 *
4	74,400 *
5	74,250 *
6	64,003 *
7	59,666 *
8	57,061 *
9	56,925
10	56,043
11	55,550 *
12	54,870 *
13	54,600 *
14	54,590
15	53,124 *
16	50,067
17	49,848 *
18	44,940
19	39,792
20	39,228

AVERAGE "*" 64,872

AVERAGE ALL 59,246

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	(92,037)*
2	87,549 *
3	76,143 *
4	74,081
5	71,000 *
6	68,251
7	62,976 *
8	55,000 *

AVERAGE "*" 74,118

AVERAGE ALL 73,380

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	121,200 *
2	114,300 *
3	109,500 *
4	93,045 *
5	90,551
6	81,454
7	73,950 *

AVERAGE "*" 102,399

AVERAGE ALL 97,714

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	104,700 *
2	(92,000)*
3	88,500 *
4	87,125
5	86,500 *
6	85,000 *
7	79,671 *
8	65,044 *
9	64,923 *
10	63,160
11	62,708 *
12	62,025 *
13	53,560
14	52,107 *
15	49,357
16	47,250 *
17	(45,000)
18	44,665 *
19	43,990
20	35,920

AVERAGE "*" 71,930

AVERAGE ALL 65,660

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	108,760 *
2	93,000
3	(92,000)*
4	88,330 *
5	70,554
6	66,300 *
7	65,315 *
8	64,086 *
9	62,728 *
10	60,950 *
11	60,606 *
12	58,580 *
13	56,429
14	49,008
15	47,454 *
16	46,872 *
17	45,510 *
18	(45,000)
19	44,762 *
20	42,457 *
21	39,512
22	38,386
23	30,690
24	29,795 *

AVERAGE "*" 61,532

AVERAGE ALL 58,629

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	117,400 *
2	108,000 *
3	101,200 *
4	94,300 *
5	79,800 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK (CONTINUED)	SALARY
6	57,751
7	37,869
AVERAGE "x"	100,140
AVERAGE ALL	85,189

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	120,000 *
2	110,469 *
3	108,600 *
4	107,200 *
5	106,100 *
6	106,080
7	105,000 *
8	102,370 *
9	99,246 *
10	99,200
11	94,200 *
12	89,088
13	79,143 *
14	78,976
AVERAGE "x"	103,233
AVERAGE ALL	100,405

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	127,000
2	(114,480)*
3	105,000 *
4	87,990 *
AVERAGE "x"	102,490
AVERAGE ALL	108,618

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	92,577 *
2	85,194 *
3	80,000 *
4	76,884 *
5	74,970 *
6	68,680 *
7	67,596 *
8	67,412
9	66,117 *
10	65,000 *
11	64,200
12	61,381
13	56,806
14	55,682 *
15	54,832
16	50,300 *
17	47,348 *
18	45,000
19	40,550
AVERAGE "x"	69,196
AVERAGE ALL	64,238

DEANS:
AGRICULTURE

RANK	SALARY
1	125,387 *
2	112,000 *
3	109,650 *
4	97,800 *
5	93,200 *
6	84,330 *
7	79,143 *
8	(68,156)
AVERAGE "x"	100,216
AVERAGE ALL	96,208

DEANS:
ARCHITECTURE

RANK	SALARY
1	110,000 *
2	100,000
3	95,300 *
4	82,400 *
5	82,000 *
6	80,889 *
7	69,316 *
AVERAGE "x"	86,651
AVERAGE ALL	88,558

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	145,800 *
2	140,000 *
3	113,500 *
4	112,500 *
5	110,000
6	109,400 *
7	102,515 *
8	101,800
9	93,000 *
10	91,670
11	87,600 *
12	84,243 *
13	84,069 *
14	72,460
15	70,176
AVERAGE "x"	107,263
AVERAGE ALL	101,249

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	154,500 *
2	150,900
3	140,000 *
4	127,685 *
5	117,645 *

* = NASULGC

DEANS:
BUSINESS MANAGEMENT

RANK (CONTINUED)	SALARY
6	114,527 *
7	111,000
8	110,000 *
9	110,000 *
10	107,634 *
11	107,000 *
12	105,174 *
13	105,000 *
14	102,500 *
15	101,000 *
16	92,700 *
17	91,284
18	91,000 *
19	90,640
20	84,200 *
21	80,608
22	79,100
23	76,670
AVERAGE "*"	110,660
AVERAGE ALL	106,555

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	123,000
2	90,900 *
3	80,415 *
4	80,000 *
5	79,900
6	73,792
7	73,500 *
8	72,100
9	71,737 *
10	71,734 *
11	71,223 *
12	(71,200)
13	66,650
14	64,800 *
15	64,690 *
16	58,959 *
17	48,556
18	41,280

RANK (CONTINUED)	SALARY
AVERAGE "*"	72,796
AVERAGE ALL	72,469

DEANS:
EDUCATION

RANK	SALARY
1	112,305 *
2	102,856 *
3	102,500 *
4	101,900 *
5	101,500 *
6	101,454 *
7	100,000 *
8	95,000
9	95,000
10	94,500 *
11	92,111 *
12	88,900 *
13	88,056
14	88,000 *
15	84,000 *
16	82,820 *
17	82,400 *
18	81,500
19	79,725 *
20	79,401
21	72,532
22	72,460 *
23	67,817
24	65,660
AVERAGE "*"	92,964
AVERAGE ALL	88,850

DEANS:
ENGINEERING

RANK	SALARY
1	168,000 *
2	165,000
3	135,000 *
4	121,954 *
5	121,000 *
6	120,000 *
7	117,300 *
8	115,000 *
9	113,000
10	112,358 *
11	111,400 *
12	110,000
13	107,302 *
14	105,040 *
15	97,000
16	95,549 *
17	92,300 *
18	89,668
19	88,000 *
20	84,338 *
21	70,040
AVERAGE "*"	112,969
AVERAGE ALL	111,393

DEANS:
FINE ARTS

RANK	SALARY
1	105,000 *
2	88,000 *
3	85,344
4	82,150 *
5	72,113 *
AVERAGE "*"	86,816
AVERAGE ALL	86,521

DEANS:
FORESTRY

RANK	SALARY
1	106,800 *
2	92,100 *
3	82,700 *
4	80,226 *
5	68,250 *
AVERAGE "*"	86,015
AVERAGE ALL	86,015

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

DEANS:
GRADUATE

RANK	SALARY
1	(114,480)*
2	108,088 *
3	102,964 *
4	100,000 *
5	100,000 *
6	91,700 *
7	90,300 *
8	89,600
9	88,000 *
10	80,800 *
11	80,700 *
12	78,650 *
13	78,614 *
14	76,320
15	74,450 *
16	73,452
17	72,255
18	72,000
19	(71,200)
20	57,200
AVERAGE "*"	91,442
AVERAGE ALL	85,039

DEANS:
HOME ECONOMICS

RANK	SALARY
1	97,500 *
2	92,684 *
3	86,690 *
4	82,500 *
5	79,285 *
6	76,550 *
7	(68,156)
AVERAGE "*"	85,868
AVERAGE ALL	83,338

DEANS:
HUMANITIES

RANK	SALARY
1	104,853 *
2	102,800 *
3	94,379 *
4	85,000
AVERAGE "*"	100,677
AVERAGE ALL	96,758

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	108,700 *
2	102,000 *
3	96,900 *
4	94,000 *
5	91,120 *
6	81,150 *
7	80,800 *
8	66,600
AVERAGE "*"	93,524
AVERAGE ALL	90,159

DEANS:
LAW

RANK	SALARY
1	145,000 *
2	140,000 *
3	126,499 *
4	123,082 *
5	122,900
6	120,817 *
7	112,500 *
8	107,415 *
9	106,528 *
10	102,960 *
11	101,700 *
AVERAGE "*"	118,650
AVERAGE ALL	119,036

DEANS:
LIBERAL ARTS

RANK	SALARY
1	96,796 *
2	92,300 *
3	89,500 *
4	88,056
5	85,300 *
6	78,409 *
7	75,000
8	73,925
AVERAGE "*"	88,461
AVERAGE ALL	84,911

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	104,300 *
2	92,100 *
3	90,000 *
4	82,819 *
5	73,731 *
6	72,553 *
AVERAGE "*"	85,917
AVERAGE ALL	85,917

DEANS:
SCIENCE

RANK	SALARY
1	113,252 *
2	113,000
3	(107,805)*
4	104,140 *
5	92,000
6	91,284
7	89,800 *
8	66,480
AVERAGE "*"	103,749
AVERAGE ALL	97,220

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* = NASULGC

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	103,625 *
2	102,922 *
3	85,000

AVERAGE "*" 103,274

AVERAGE ALL 97,182

DEANS:
SOCIAL WORK

RANK	SALARY
1	120,000 *
2	91,495 *
3	85,815 *
4	85,725 *
5	84,350 *
6	76,730 *

AVERAGE "*" 90,686

AVERAGE ALL 90,686

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	92,482 *
2	91,500 *
3	88,325 *
4	82,500
5	79,550 *
6	78,100 *
7	74,000

AVERAGE "*" 85,991

AVERAGE ALL 83,780

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	142,000 *
2	140,000 *
3	128,454 *
4	120,000 *
5	107,494 *

AVERAGE "*" 127,590

AVERAGE ALL 127,590

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	138,050 *
2	108,400
3	108,000 *
4	97,147 *
5	92,224 *
6	86,160
7	83,491
8	67,500

AVERAGE "*" 108,855

AVERAGE ALL 97,622

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	231,750 *
2	195,821 *
3	185,000 *
4	182,750 *
5	(163,611)*
6	143,364 *
7	126,080
8	120,000
9	117,212 *

AVERAGE "*" 174,215

AVERAGE ALL 162,843

MEDICAL DEANS:
NURSING

RANK	SALARY
1	135,354 *
2	112,350 *
3	105,000 *
4	102,121 *
5	95,000 *
6	90,000 *
7	89,760 *
8	88,960
9	85,668 *
10	83,950 *
11	82,820 *
12	81,750 *
13	76,300 *
14	73,000 *
15	70,000 *
16	67,600
17	63,036

AVERAGE "*" 91,648

AVERAGE ALL 88,392

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	128,912 *
2	120,000 *
3	114,000 *
4	91,854 *
5	82,648 *

AVERAGE "*" 107,483

AVERAGE ALL 107,483

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	139,000 *
2	137,602 *
3	92,775 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

MEDICAL DEANS:
PUBLIC HEALTH

(CONTINUED)

AVERAGE "*" 123,126

AVERAGE ALL 123,126

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	138,000 *
2	104,900 *
3	97,639 *
4	92,200 *
5	86,746 *

AVERAGE "*" 103,897

AVERAGE ALL 103,897

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE STATE-SUPPORTED UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-seven participating universities from this region are as follows:

BALL STATE UNIVERSITY
*BOWLING GREEN STATE UNIVERSITY
CLEVELAND STATE UNIVERSITY
INDIANA STATE UNIVERSITY
INDIANA UNIVERSITY-PURDUE UNIVERSITY AT INDIANAPOLIS
INDIANA UNIVERSITY - BLOOMINGTON
ILLINOIS STATE UNIVERSITY
*KENT STATE UNIVERSITY
*MIAMI UNIVERSITY
MICHIGAN TECHNOLOGICAL UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
OAKLAND UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY - CARBONDALE
SOUTHERN ILLINOIS UNIVERSITY - EDWARDSVILLE
UNIVERSITY OF AKRON
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF ILLINOIS - CHICAGO
*UNIVERSITY OF ILLINOIS - URBANA-CHAMPAIGN
*UNIVERSITY OF MICHIGAN
WESTERN MICHIGAN UNIVERSITY
*UNIVERSITY OF MINNESOTA
*UNIVERSITY OF WISCONSIN - MADISON
*UNIVERSITY OF WISCONSIN - MILWAUKEE
*UNIVERSITY OF TOLEDO
*WRIGHT STATE UNIVERSITY

TABLE II (CONTINUED)
CHICAGO REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	194,564 *
2	160,476 *
3	155,800 *
4	152,300 *
5	141,156 *
6	132,000 *
7	129,000 *
8	129,000 *
9	125,004 *
AVERAGE "*"	146,589
AVERAGE ALL	146,589

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	180,385 *
2	159,000
3	152,000
4	148,600 *
5	141,652
6	141,133
7	138,629 *
8	138,600
9	138,600 *
10	135,000
11	132,600
12	132,000
13	124,812
14	120,300 *
15	120,000
16	115,000 *
17	112,212 *
18	112,116
19	112,116
AVERAGE "*"	136,247
AVERAGE ALL	134,461

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	94,444 *
2	92,900 *
3	83,000
4	81,600
5	74,000
AVERAGE "*"	93,672
AVERAGE ALL	85,189

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	85,000 *
2	82,300
3	81,420
4	81,200 *
5	81,004
6	80,160 *
7	80,000 *
8	79,692
9	77,735 *
10	77,110 *
11	64,000 *
12	61,668
13	57,120 *
14	49,198 *
15	45,594
16	43,608
AVERAGE "*"	72,391
AVERAGE ALL	70,426

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	171,770 *
2	112,500 *
3	99,000 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	127,757
AVERAGE ALL	127,757

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	158,900 *
2	111,279 *
3	86,448
4	63,348 *
AVERAGE "*"	111,176
AVERAGE ALL	104,994

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	115,000 *
2	99,120 *
3	94,582
4	90,000 *
5	88,200 *
6	87,528
7	86,552 *
8	84,000 *
9	83,160 *
10	81,625 *
11	77,622
12	76,500
13	75,594
14	75,300 *
15	75,240 *
16	73,984
17	69,242 *
18	69,084 *
19	68,791
20	65,000
21	59,040
22	57,800
AVERAGE "*"	84,710
AVERAGE ALL	79,680

* = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	80,600 *
2	75,500 *
3	74,071 *
4	71,000 *
5	68,000
6	66,950 *
7	66,450 *
8	64,824
9	62,400
10	61,500 *
11	60,600
12	59,904 *
13	59,621
14	58,500 *
15	57,071 *
16	56,763 *
17	56,364
18	55,000 *
19	54,264
20	54,060
21	51,450
22	47,000
23	46,410
24	43,021
AVERAGE "*"	65,276
AVERAGE ALL	60,472

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	90,000
2	76,000 *
3	71,208
4	65,940
5	65,216 *
6	61,743 *
7	61,700 *
8	61,620 *
9	61,152 *
10	61,100 *
11	57,298 *
12	54,343
13	52,128
14	50,600
15	49,212
16	48,336
17	47,300 *
18	46,716
19	45,309
20	36,375
AVERAGE "*"	61,459
AVERAGE ALL	58,165

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	112,590 *
2	112,000 *
3	98,280 *
4	94,000 *
5	94,000 *
6	89,252 *
7	86,316
8	80,436
9	75,609
10	74,700 *
11	70,686
12	70,380 *
13	65,000 *
14	62,634 *
15	60,215 *
16	57,400
17	50,720
AVERAGE "*"	84,823
AVERAGE ALL	79,660

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	176,185 *
2	142,008 *
3	134,000
4	126,000 *
5	125,000 *
6	125,000 *
7	120,000
8	114,348 *
9	(112,000)
10	112,000 *
11	107,604
12	103,000 *
13	(100,643)
14	98,187 *
15	97,537 *
16	93,072
17	89,400
18	88,500
19	85,433
AVERAGE "*"	121,927
AVERAGE ALL	113,154

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	150,303 *
2	126,000 *
3	125,000
4	(112,000)
5	110,000 *
6	110,000 *
7	110,000
8	104,430
9	(100,643)
AVERAGE "*"	124,076
AVERAGE ALL	116,486

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	127,500 *
2	115,500 *
3	112,000 *
4	106,470 *
5	105,828 *
6	103,500
7	93,720 *
8	93,472 *
9	91,800 *
10	90,000 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK (CONTINUED)	SALARY
11	90,000 *
12	86,400 *
13	84,600
14	84,492 *
15	83,828 *
16	83,496 *
17	82,248
18	80,305
19	78,529
20	78,108
21	78,000 *
22	77,234
23	76,500
24	74,000
25	72,000
26	62,512
AVERAGE "*"	96,167
AVERAGE ALL	88,925

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	166,121 *
2	130,008 *
3	125,000 *
4	110,635 *
5	104,100 *
6	101,300
7	100,300 *
8	100,100 *
9	95,436
10	95,000 *
11	94,500
12	94,146
13	92,004 *
14	90,600 *
15	90,300
16	89,005 *
17	84,996
18	84,045 *
19	82,000
20	79,718
21	(72,000)
22	63,944 *
AVERAGE "*"	103,912
AVERAGE ALL	97,512

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	124,000 *
2	93,500 *
3	83,868 *
4	81,432
5	81,024 *
6	(76,803)*
7	74,500
8	72,400 *
9	(72,000)
10	70,278
11	69,999 *
12	68,800
13	64,824 *
14	64,572
15	62,670
16	58,968 *
17	58,700
18	57,660
19	56,060
AVERAGE "*"	80,598
AVERAGE ALL	73,266

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	100,000 *
2	98,748 *
3	91,837 *
4	89,000 *
5	(72,000)
6	69,944 *
7	65,688
8	64,800 *
9	62,000
10	61,958 *
11	58,980 *
12	58,525 *
13	56,175
14	54,980
15	50,400 *
16	46,733
17	43,167 *
18	42,024
19	41,985
AVERAGE "*"	71,578
AVERAGE ALL	64,681

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	86,233
2	77,300 *
3	(76,803)*
4	41,067
5	39,906
6	31,045 *
AVERAGE "*"	61,716
AVERAGE ALL	58,726

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,660 *
2	72,400 *
3	69,732 *
4	67,120 *
5	65,400 *
6	64,199 *
7	60,000 *
8	59,755
9	59,160
10	54,300
11	52,944 *
12	52,800 *
13	51,540
14	51,048 *
15	50,124
16	50,000 *

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* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK (CONTINUED)	SALARY
17	48,340
18	48,246
19	47,292 *
20	45,250 *
21	45,055 *
22	43,563
23	40,529
24	40,147 *
25	39,000
26	38,080
AVERAGE "*"	57,536
AVERAGE ALL	53,680

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	78,500 *
2	68,988 *
3	63,000 *
4	61,140
5	59,640 *
6	59,106 *
7	55,464
8	54,288 *
9	53,626 *
10	53,329 *
11	52,930
12	48,045
13	47,100
14	44,500 *
15	42,024
16	42,015
17	41,348 *
18	40,000 *
19	36,750 *
20	35,306 *
21	34,900
AVERAGE "*"	52,952
AVERAGE ALL	51,048

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	118,000
2	100,000 *
3	91,425
4	83,076 *
5	74,000
6	72,612 *
7	69,050
8	67,400 *
9	65,520 *
10	63,562 *
11	61,128
12	61,089
13	57,996
14	56,004
15	54,672
16	53,000 *
17	49,900 *
18	45,075
19	43,444 *
20	43,353 *
21	28,227
AVERAGE "*"	64,187
AVERAGE ALL	64,692

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	70,980 *
2	65,004 *
3	64,199 *
4	55,906 *
5	53,160 *
6	52,393
7	50,880
8	48,488
9	45,192 *
10	44,823
11	43,820
12	42,268
13	41,836 *
14	41,712
15	41,628
16	38,000 *
17	36,200 *
18	35,429
19	35,422
20	35,306 *
21	34,496 *
22	33,765
23	32,300 *
AVERAGE "*"	47,715
AVERAGE ALL	45,357

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	150,000 *
2	104,500 *
3	80,600 *
4	79,800 *
5	79,163
6	78,791 *
7	76,803 *
8	(75,480)
9	74,900
10	74,374 *
11	72,200
12	71,000
13	68,328
14	65,520 *
15	62,759 *
16	61,860
17	61,200
18	59,944 *
19	58,989 *
20	58,500
21	58,200
22	57,000 *
23	56,000 *
24	54,936 *
25	44,773
AVERAGE "*"	75,715
AVERAGE ALL	71,425

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TABLE II (CONTINUED)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	120,000 *
2	110,000 *
3	109,572 *
4	105,000 *
5	102,192 *
6	100,300 *
7	99,576
8	99,000
9	93,340 *
10	88,300 *
11	87,900 *
12	85,944 *
13	84,996
14	83,110
15	80,074 *
16	79,000
17	78,666 *
18	76,200
19	(75,480)
20	66,600
21	63,119 *
22	60,184

AVERAGE "*" 94,185

AVERAGE ALL 88,571

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	89,208 *
2	86,120
3	85,000 *
4	81,450 *
5	78,163
6	77,550 *
7	73,100 *
8	72,657
9	72,200 *
10	72,000
11	68,511 *
12	67,452 *
13	60,639
14	59,235 *
15	58,650
16	55,000

AVERAGE "*" 74,856

AVERAGE ALL 72,308

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	73,788 *
2	69,944 *
3	63,658 *
4	62,712
5	54,712 *
6	50,291 *
7	47,426
8	45,480 *
9	41,600
10	37,805 *
11	35,700 *
12	31,187 *
13	27,253

AVERAGE "*" 51,396

AVERAGE ALL 49,350

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	96,700
2	85,000 *
3	83,400 *
4	77,909 *
5	77,000 *
6	75,240 *
7	71,205
8	69,984
9	69,300 *
10	68,900
11	65,500
12	65,500 *
13	63,750 *
14	62,100
15	62,000 *
16	60,112 *
17	58,710 *
18	57,165
19	54,600 *
20	48,300
21	47,028
22	42,738
23	29,395

AVERAGE "*" 69,377

AVERAGE ALL 64,849

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	88,700
2	76,450 *
3	72,500 *
4	71,815
5	70,700 *
6	66,696
7	65,632 *
8	64,792 *
9	63,911
10	63,396 *
11	63,180 *
12	63,000
13	62,964 *
14	61,634 *
15	60,270 *
16	60,000 *
17	59,912 *
18	58,008
19	58,000
20	54,480
21	53,753
22	52,500 *
23	50,004
24	49,115
25	38,466

AVERAGE "*" 64,148

AVERAGE ALL 61,995

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	81,500	*
2	75,744	*
3	72,000	
4	70,420	*
5	68,000	
6	65,238	*
7	64,800	*
8	64,210	
9	61,540	
10	61,005	
11	59,916	*
12	59,846	*
13	59,450	*
14	59,124	*
15	58,500	*
16	57,948	
17	57,500	
18	55,377	*
19	54,659	*
20	54,408	
21	54,125	*
22	52,000	*
23	51,525	
24	42,167	
25	41,026	
AVERAGE "*"	62,193	
AVERAGE ALL	60,081	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY	
1	103,464	*
2	86,328	*
3	77,660	*
4	77,455	*
5	76,650	
6	75,050	*
7	70,380	*
8	66,660	
9	63,365	*
10	62,580	
11	61,263	
12	57,843	
13	56,271	
14	53,895	
15	52,131	*
16	50,531	*
17	49,012	
18	47,900	
19	46,900	*
20	46,000	*
21	45,236	
22	41,927	*
23	41,374	*
24	40,000	*
AVERAGE "*"	62,326	
AVERAGE ALL	60,411	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	175,000	*
2	130,476	*
3	112,500	*
4	102,291	
5	100,781	*
6	100,026	*
7	91,326	*
8	90,300	
9	85,500	*
10	82,344	
11	81,549	*
12	76,566	*
13	74,830	*
14	74,060	
15	73,119	
16	65,484	
17	65,172	*
18	53,100	*
19	41,621	
AVERAGE "*"	95,569	
AVERAGE ALL	88,213	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY	
1	66,936	*
2	65,532	
3	62,747	*
4	58,411	
5	56,100	*
6	54,250	*
7	54,106	
8	53,456	
9	53,000	*
10	51,805	*
11	51,163	
12	50,844	*
13	50,144	*
14	47,772	*
15	47,525	*
16	47,508	
17	47,448	*
18	46,308	
19	45,444	
20	45,156	
21	44,440	*
22	43,076	*
23	37,700	*
24	35,283	
25	32,607	
AVERAGE "*"	50,985	
AVERAGE ALL	49,950	

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY	
1	105,000	*
2	96,765	*
3	80,000	*
4	79,897	*
5	62,220	*
AVERAGE "*"	84,776	
AVERAGE ALL	84,776	

TABLE II (CONTINUED)
CHICAGO REGION

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	103,800 *
2	94,600 *
3	88,107 *
4	81,000 *
5	78,984
6	74,900
7	68,545
8	(66,048)
9	65,900
10	(63,267)
11	61,706 *
12	61,200 *
13	55,235 *
14	51,350 *
15	50,358

AVERAGE "*" 74,625

AVERAGE ALL 71,000

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	95,000 *
2	90,700 *
3	88,141 *
4	87,737 *
5	76,000
6	75,930 *
7	75,500 *
8	73,482
9	72,240 *
10	72,100 *
11	70,838 *
12	66,660
13	(66,048)
14	65,000
15	63,468
16	(63,267)
17	60,660
18	57,655 *
19	57,000 *
20	56,681
21	56,148
22	38,580 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 73,452

AVERAGE ALL 69,493

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	93,100 *
2	85,000 *
3	77,880 *
4	67,457 *
5	66,800
6	66,536 *
7	66,336 *
8	65,525 *
9	64,888 *
10	63,961 *
11	63,600
12	59,021 *
13	58,376 *
14	56,604
15	56,384
16	55,828 *
17	55,743
18	55,728
19	55,100 *
20	54,162
21	51,738
22	48,242 *
23	48,216
24	46,143 *
25	40,700
26	37,103

AVERAGE "*" 64,893

AVERAGE ALL 60,007

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	105,958 *
2	97,400 *
3	96,500
4	90,000
5	87,360 *
6	86,000
7	85,392
8	83,200 *
9	83,028
10	82,776

AVERAGE "*" 93,480

AVERAGE ALL 89,761

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	105,107 *
2	83,000 *
3	78,200 *
4	78,000
5	75,300 *
6	73,000 *
7	72,217 *

AVERAGE "*" 81,137

AVERAGE ALL 80,689

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	119,431 *
2	90,000 *
3	82,600 *
4	73,000
5	67,300 *
6	67,120 *
7	65,836
8	60,336 *
9	60,000 *
10	59,779 *
11	56,881 *
12	54,840
13	53,900
14	53,532
15	50,082
16	44,913 *

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* = NASULGC

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

(CONTINUED)

AVERAGE "*"	70,836
AVERAGE ALL	66,222

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	123,354 *
2	109,500
3	93,829
AVERAGE "*"	123,354
AVERAGE ALL	108,894

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	102,588 *
2	81,950 *
3	80,220
4	65,000 *
5	64,900 *
6	63,979 *
7	62,438
8	56,326 *
9	47,000 *
10	40,449 *
AVERAGE "*"	65,274
AVERAGE ALL	66,485

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	157,198 *
2	130,008 *
3	125,000 *
4	104,308
5	96,000 *
6	95,400 *
7	93,600 *
8	92,759
AVERAGE "*"	116,201
AVERAGE ALL	111,784

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	85,494 *
2	80,000 *
3	70,411
4	66,500
5	62,500 *
6	52,188
7	50,300 *
8	40,000
9	39,944 *
AVERAGE "*"	63,648
AVERAGE ALL	60,815

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	110,800 *
2	90,735 *
3	75,740 *
4	65,750
5	64,214 *
6	62,750 *
7	56,928 *
8	52,015
9	50,534
10	50,167 *
11	50,000
12	47,000 *
13	45,696
14	44,712
15	42,953
16	41,956
17	41,700
18	39,944 *
19	38,472
20	33,500
AVERAGE "*"	66,475
AVERAGE ALL	55,278

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	117,914 *
2	103,500 *
3	102,900 *
4	65,700 *
AVERAGE "*"	97,504
AVERAGE ALL	97,504

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	150,000 *
2	126,131 *
3	101,000 *
4	81,500
5	79,294 *
AVERAGE "*"	114,106
AVERAGE ALL	107,585

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	(130,000)*
2	112,651 *
3	109,605 *
4	(107,000)
5	100,880 *
6	97,889 *
7	92,000 *
8	80,028
9	75,000 *

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

(CONTINUED)

RANK	SALARY (CONTINUED)	
AVERAGE "*"	102,575	
AVERAGE ALL	100,561	

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY	
1	130,008	*
2	112,750	*
3	100,663	*
4	75,020	*
5	74,938	
6	73,900	*
7	73,740	*
8	68,417	
9	66,696	
10	65,750	*
11	62,557	
12	62,004	
13	60,203	
14	57,744	
15	56,850	*
16	55,980	
17	53,560	*
18	51,587	*
19	51,523	
20	50,900	*
21	45,956	*
22	44,499	
AVERAGE "*"	74,224	
AVERAGE ALL	67,966	

DEANS:
AGRICULTURE

RANK	SALARY	
1	140,000	*
2	128,508	*
3	122,130	*
4	121,000	*
5	77,220	*
AVERAGE "*"	117,772	
AVERAGE ALL	117,772	

DEANS:
ARCHITECTURE

RANK	SALARY	
1	110,176	*
2	109,800	*
3	106,000	*
4	100,000	*
5	97,965	*
6	93,445	*
7	88,170	
AVERAGE "*"	102,898	
AVERAGE ALL	100,794	

DEANS:
ARTS AND SCIENCES

RANK	SALARY	
1	150,000	
2	145,000	*
3	132,500	*
4	120,000	*
5	110,453	*
6	108,396	*
7	107,193	
8	102,024	*
9	101,199	*
10	100,700	
11	100,000	
12	99,468	
13	98,547	*
14	97,300	*
15	95,000	
16	94,950	*
17	93,347	*
18	90,000	
19	87,204	
20	83,300	
AVERAGE "*"	109,429	
AVERAGE ALL	105,829	

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY	
1	154,875	*
2	152,000	*
3	150,000	*
4	150,000	*
5	130,000	*
6	127,489	
7	122,418	*
8	120,000	
9	115,870	*
10	113,468	*
11	111,350	
12	108,528	
13	107,865	*
14	102,429	*
15	102,375	*
16	100,500	*
17	97,700	*
18	97,166	
19	96,526	*
20	95,832	
21	93,100	
22	90,984	
23	87,720	
24	83,250	
25	71,696	
AVERAGE "*"	121,145	
AVERAGE ALL	111,326	

DEANS:
CONTINUING EDUCATION

RANK	SALARY	
1	102,000	*
2	96,458	*
3	95,550	
4	89,886	*
5	88,700	*

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* = NASULGC

DEANS:
CONTINUING EDUCATION

RANK (CONTINUED)	SALARY	
6	87,192	*
7	86,206	*
8	81,032	
9	78,714	*
10	78,180	
11	77,789	
12	73,644	
13	73,500	*
14	71,889	
15	68,850	
16	68,609	*
17	66,675	*
AVERAGE "*"	83,794	
AVERAGE ALL	81,463	

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY	
1	116,000	*
2	96,248	*
3	92,808	*
AVERAGE "*"	101,685	
AVERAGE ALL	101,685	

DEANS:
EDUCATION

RANK	SALARY	
1	124,000	
2	120,000	*
3	118,738	*
4	115,000	*
5	109,000	*
6	102,675	*
7	100,000	
8	94,605	*
9	94,400	
10	94,100	*
11	93,018	*
12	91,690	*
13	91,164	
14	89,900	*
15	89,535	*
16	88,704	
17	87,303	*
18	86,340	*
19	85,000	
20	81,886	
21	81,200	
22	80,328	*
23	75,480	
24	73,752	
25	73,137	*
AVERAGE "*"	96,358	
AVERAGE ALL	93,638	

DEANS:
ENGINEERING

RANK	SALARY	
1	156,500	*
2	156,500	*
3	155,004	*
4	147,905	*
5	141,750	*
6	138,600	*
7	125,000	*
8	122,784	
9	119,381	
10	116,347	*
11	111,125	*
12	110,364	
13	106,600	
14	105,724	*
15	102,504	*
16	102,421	*
17	98,589	
18	97,538	
19	97,300	
20	90,972	
AVERAGE "*"	129,948	
AVERAGE ALL	120,145	

DEANS:
FINE ARTS

RANK	SALARY	
1	110,052	*
2	109,100	*
3	94,900	*
4	94,050	*
5	90,000	*
6	89,928	
7	89,628	
8	88,900	*
9	85,000	
10	83,300	
11	80,256	
12	77,888	
AVERAGE "*"	97,834	
AVERAGE ALL	91,084	

DEANS:
GRADUATE

RANK	SALARY	
1	136,200	*
2	130,000	*
3	(130,000)	*
4	114,024	*
5	(107,000)	
6	95,240	*
7	94,758	*
8	91,667	
9	85,380	
10	84,550	*
11	84,276	*
12	81,396	
13	80,303	
14	77,100	
15	70,692	
16	64,700	
AVERAGE "*"	108,631	
AVERAGE ALL	95,455	

TABLE II (CONTINUED)
CHICAGO REGION

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	89,040 *
2	81,599
3	71,100
4	65,085
AVERAGE "*"	89,040
AVERAGE ALL	76,706

DEANS:
HOME ECONOMICS

RANK	SALARY
1	120,000 *
2	112,633 *
3	103,124 *
AVERAGE "*"	111,919
AVERAGE ALL	111,919

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	98,000
2	95,000 *
3	93,850 *
AVERAGE "*"	94,425
AVERAGE ALL	95,617

DEANS:
LAW

RANK	SALARY
1	171,800 *
2	164,100 *
3	156,768
4	155,000
5	145,000 *
6	141,354 *
7	136,128 *
8	133,164
9	129,944 *
10	127,512 *
11	124,965
12	120,750 *
13	100,524
AVERAGE "*"	142,074
AVERAGE ALL	139,001

DEANS:
LIBERAL ARTS

RANK	SALARY
1	122,000 *
2	96,994 *
3	89,808 *
AVERAGE "*"	102,934
AVERAGE ALL	102,934

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	157,000 *
2	99,000
3	90,000 *
4	88,359 *
5	71,585 *
AVERAGE "*"	101,736
AVERAGE ALL	101,189

DEANS:
MUSIC

RANK	SALARY
1	120,500
2	119,300 *
3	115,094 *
4	82,803 *
AVERAGE "*"	105,732
AVERAGE ALL	109,424

DEANS:
SCIENCE

RANK	SALARY
1	121,958
2	107,688 *
3	100,000 *
4	98,800
5	90,742
6	89,160 *
AVERAGE "*"	98,949
AVERAGE ALL	101,391

DEANS:
SOCIAL WORK

RANK	SALARY
1	143,500 *
2	109,200 *
3	107,944
4	94,896 *
5	87,600 *
6	87,000 *
7	78,162 *
AVERAGE "*"	100,060
AVERAGE ALL	101,186

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	99,750 *
2	86,000 *
3	82,008 *
4	81,430 *
5	69,299 *
6	68,444
7	65,868

* = NASULGC

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DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK (CONTINUED)	SALARY
8	52,006
AVERAGE "*"	83,697
AVERAGE ALL	75,601

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	144,500 *
2	132,565
3	124,000 *
4	120,000 *
5	117,916 *
6	99,588
AVERAGE "*"	126,604
AVERAGE ALL	123,095

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	100,400
2	92,817 *
3	91,500 *
4	88,343
5	85,400 *
6	82,175 *
AVERAGE "*"	87,973
AVERAGE ALL	90,106

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	257,737 *
2	242,000 *
3	180,218
4	170,252 *
5	164,320 *
6	160,000 *
7	140,004 *
8	138,960 *
9	138,253 *
10	135,750 *
AVERAGE "*"	171,920
AVERAGE ALL	172,749

MEDICAL DEANS:
NURSING

RANK	SALARY
1	136,200 *
2	120,000
3	115,149 *
4	113,600 *
5	113,518 *
6	113,370 *
7	110,832 *
8	88,400 *
9	87,602
10	85,600 *
11	80,844
12	79,150
13	72,866 *
AVERAGE "*"	105,504
AVERAGE ALL	101,318

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	144,700 *
2	121,224 *
3	111,233 *
4	104,975 *
5	84,892 *
AVERAGE "*"	113,405
AVERAGE ALL	113,405

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	139,700 *
2	111,280 *
3	100,037 *
AVERAGE "*"	117,006
AVERAGE ALL	117,006

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	120,000 *
2	116,300 *
3	115,176 *
4	109,308 *
AVERAGE "*"	115,196
AVERAGE ALL	115,196

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ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-two participating universities from this region are as follows:

EAST TEXAS STATE UNIVERSITY
LAMAR UNIVERSITY - BEAUMONT
LOUISIANA TECH UNIVERSITY
*LSU AND A & M COLLEGE
*NEW MEXICO STATE UNIVERSITY
NORTHEAST LOUISIANA UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
SAM HOUSTON STATE UNIVERSITY
STEPHEN F. AUSTIN STATE UNIVERSITY
TEXAS A & I UNIVERSITY
*TEXAS A & M UNIVERSITY
*TEXAS TECH UNIVERSITY
TEXAS WOMAN'S UNIVERSITY
UNIVERSITY OF TEXAS AT DALLAS
*UNIVERSITY OF ARKANSAS
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF NEW MEXICO
*UNIVERSITY OF OKLAHOMA
UNIVERSITY OF TEXAS AT ARLINGTON
*UNIVERSITY OF TEXAS AT AUSTIN
UNIVERSITY OF TEXAS AT EL PASO
*UNIVERSITY OF NORTH TEXAS

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	178,680 *
2	152,880 *
3	141,500 *
4	132,946
AVERAGE "*"	157,687
AVERAGE ALL	151,502

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	175,101 *
2	151,500 *
3	151,470 *
4	146,000 *
5	141,373
6	135,370 *
7	132,600
8	131,275
9	129,255
10	126,360 *
11	126,000 *
12	123,600
13	116,535
14	107,160
15	102,160
16	93,913
17	64,032
AVERAGE "*"	144,543
AVERAGE ALL	126,688

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(118,490)*
2	118,484 *
3	107,960 *
RANK	SALARY (CONTINUED)
AVERAGE "*"	114,978
AVERAGE ALL	114,978

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	129,000 *
2	94,500 *
3	80,812 *
4	75,633
AVERAGE "*"	101,437
AVERAGE ALL	94,986

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	101,000
2	77,924 *
3	71,603 *
4	64,272
5	64,263
6	63,703 *
7	62,560 *
8	62,400 *
9	56,633
10	53,836
11	50,000 *
12	39,840
13	38,556
14	36,096
AVERAGE "*"	64,698
AVERAGE ALL	60,192

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	93,930 *
2	83,500 *
3	65,638
4	53,448
AVERAGE "*"	88,715
AVERAGE ALL	74,129

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	115,000 *
2	86,930 *
3	85,214
4	84,889 *
5	80,870 *
6	80,247 *
7	76,500 *
8	74,750 *
9	72,706
10	72,230 *
11	71,240 *
12	66,884
13	66,780 *
14	61,800
15	59,578
16	56,471
17	56,046
18	55,698
19	54,603
20	48,471
AVERAGE "*"	80,944
AVERAGE ALL	71,345

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	65,300 *
2	63,000 *
3	60,685 *
4	51,500 *
5	50,976
6	48,471
7	48,000 *
8	46,800 *
9	46,215 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK (CONTINUED)	SALARY
10	46,073 *
11	39,148 *
12	36,580
13	32,314
14	23,660
AVERAGE "*"	51,858
AVERAGE ALL	47,052

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	(70,000)*
2	67,474 *
3	61,247 *
4	59,000 *
5	58,847 *
6	58,585 *
7	57,886
8	56,100 *
9	53,829
10	53,160 *
11	52,510
12	50,400
13	48,480 *
14	43,422
15	42,200
16	40,079
17	39,133
18	37,110
AVERAGE "*"	59,210
AVERAGE ALL	52,748

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	96,560 *
2	92,000 *
3	89,000 *
4	74,707 *
5	73,939 *
6	68,945
7	67,350 *
8	60,578
9	53,439
AVERAGE "*"	82,259
AVERAGE ALL	75,169

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	158,000 *
2	140,004 *
3	126,250 *
4	121,176
5	(115,000)*
6	109,059
7	105,060
8	102,938
9	92,400
10	90,640
11	89,013 *
12	86,000
13	84,552
14	77,279
15	76,700
AVERAGE "*"	125,653
AVERAGE ALL	104,938

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	152,441 *
2	120,000 *
3	(118,490)*
4	117,300 *
5	116,015 *
6	(115,000)*
AVERAGE "*"	123,208
AVERAGE ALL	123,208

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	95,000 *
2	95,000 *
3	83,009 *
4	81,626 *
5	80,000 *
6	79,990 *
7	79,380 *
8	79,000 *
9	77,520 *
10	76,990 *
11	76,500
12	74,336 *
13	72,100
14	72,024
15	70,643
16	70,336
17	65,000
18	63,336
19	61,500
20	60,439
21	59,095
22	55,396
AVERAGE "*"	81,986
AVERAGE ALL	74,010

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	125,000 *
2	123,600 *
3	121,200 *
4	107,787 *
5	103,768 *
6	102,900 *
7	102,888 *
8	101,280
9	100,940
10	99,960 *
11	98,000 *
12	93,609
13	93,004 *
14	89,873
15	88,686 *

* = NASULGC

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BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK (CONTINUED)	SALARY
16	87,000
17	84,552
18	84,440
19	77,279
20	74,243
21	74,000
22	68,980
AVERAGE "x"	106,072
AVERAGE ALL	95,590

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	89,501 *
2	84,357 *
3	82,500 *
4	77,200 *
5	73,950 *
6	70,000 *
7	61,915
8	61,775 *
9	60,576
10	60,439
11	59,386 *
12	58,064
13	57,388
14	53,670
15	50,389
16	49,199
17	48,236 *
AVERAGE "x"	71,878
AVERAGE ALL	64,620

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	56,040 *
2	54,124 *
3	49,337 *
4	49,299 *
5	47,426 *
6	38,020 *
7	36,771 *
8	34,152 *
9	29,544
10	27,600
AVERAGE "x"	45,646
AVERAGE ALL	42,231

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	83,500 *
2	71,393 *
3	62,917
4	61,284 *
5	59,569 *
6	55,620
7	45,528
8	44,380
9	43,260
10	40,475
11	35,020
AVERAGE "x"	68,937
AVERAGE ALL	54,813

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	68,340 *
2	66,801 *
3	57,681 *
4	56,499
5	55,000 *
6	55,000 *
7	53,869
8	50,122 *
9	49,920 *
10	49,488 *
11	48,472
12	48,325 *
13	47,900 *
14	47,435 *
15	47,259
16	42,316
17	41,928
18	41,278
19	38,596
20	35,343
AVERAGE "x"	54,183
AVERAGE ALL	50,079

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	67,000 *
2	63,690 *
3	63,000 *
4	61,105 *
5	53,112 *
6	51,883 *
7	49,516 *
8	48,049 *
9	47,966
10	47,895
11	47,201
12	45,946
13	45,900 *
14	45,754
15	42,744
16	41,950 *
17	39,398
18	38,272
19	35,300
20	35,028
AVERAGE "x"	54,521
AVERAGE ALL	48,535

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	82,000 *
2	71,060 *
3	70,000 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK (CONTINUED)	SALARY
4	66,288 *
5	66,179 *
6	65,690 *
7	59,023 *
8	57,559
9	54,114
10	(53,519)
11	48,522 *
12	45,000 *
13	44,310
14	34,152 *
AVERAGE "*"	60,791
AVERAGE ALL	58,387

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	(53,519)
2	50,388 *
3	45,750 *
4	45,442
5	45,000 *
6	41,468 *
7	38,474
8	37,680 *
9	36,771 *
10	36,344
11	36,000 *
12	31,548
13	28,986
14	27,138
15	26,000
AVERAGE "*"	41,865
AVERAGE ALL	38,701

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	80,785 *
2	75,000 *
3	73,500 *
4	70,700 *
5	67,980 *
6	65,000 *
7	65,000 *
8	58,572 *
9	57,860 *
10	57,725 *
11	57,559
12	57,365
13	53,520
14	53,419
15	50,985 *
16	50,160
17	48,300
18	47,561
19	47,355
20	46,937
21	37,051
AVERAGE "*"	65,737
AVERAGE ALL	58,206

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	111,000 *
2	99,273 *
3	97,355 *
4	93,550 *
5	92,681 *
6	91,000 *
7	90,900 *
8	90,000 *
9	84,470 *
10	84,460
11	84,074 *
12	83,208
13	82,400
14	77,780 *
15	77,755
16	74,242
17	73,676
18	71,705
19	71,146
20	68,000
21	63,000
AVERAGE "*"	92,008
AVERAGE ALL	83,889

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	68,436 *
2	63,762 *
3	62,897 *
4	60,000 *
5	58,467 *
6	55,540
7	52,808 *
8	52,317
9	51,999 *
10	51,132
11	50,399
12	46,226 *
13	43,186
AVERAGE "*"	58,074
AVERAGE ALL	55,167

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	87,000 *
2	84,406 *
3	68,289 *
4	53,040 *
5	52,620 *
6	52,500 *
7	46,900 *
8	42,899
9	42,549 *
10	25,917
11	21,420

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

(CONTINUED)

AVERAGE "*" 60,913

AVERAGE ALL 52,504

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	76,413 *
2	69,900 *
3	69,530 *
4	69,446 *
5	59,643 *
6	57,684 *
7	56,110 *
8	55,692 *
9	54,752 *
10	54,394 *
11	50,882
12	48,380
13	46,117 *
14	44,448
15	42,882
16	41,474
17	39,133
18	38,552
19	35,700

AVERAGE "*" 60,880

AVERAGE ALL 53,217

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,410 *
2	67,898 *
3	60,614 *
4	57,456 *
5	56,110 *
6	54,693
7	51,566
8	50,382 *
9	50,294 *
10	50,000 *
11	48,680
12	48,509
13	46,943
14	46,383
15	45,441
16	42,972
17	41,200
18	40,800

AVERAGE "*" 57,896

AVERAGE ALL 51,686

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	68,972 *
2	67,870 *
3	57,365
4	55,692 *
5	55,000 *
6	54,575 *
7	54,394 *
8	54,086 *
9	51,750 *
10	49,544
11	47,920 *
12	47,380
13	46,226 *
14	41,856
15	41,000
16	40,968
17	40,668
18	40,243
19	35,858
20	34,624
21	34,558

AVERAGE "*" 55,649

AVERAGE ALL 48,598

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,154 *
2	68,786 *
3	62,408 *
4	59,640 *
5	56,751 *
6	56,318
7	56,176 *
8	55,719 *
9	54,590
10	52,490 *
11	49,090 *
12	48,075 *
13	43,992
14	41,732 *
15	39,010
16	38,853
17	38,604
18	35,597
19	33,096
20	32,876
21	32,550

AVERAGE "*" 57,093

AVERAGE ALL 49,215

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	106,091 *
2	87,550
3	82,592 *
4	80,340
5	80,302 *
6	79,606 *
7	77,768 *
8	77,250 *
9	75,595 *
10	74,462 *
11	73,100
12	63,440 *
13	58,316
14	50,977
15	42,840 *
16	41,139

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK (CONTINUED)	SALARY
17	36,552
18	28,275
AVERAGE "x"	75,995
AVERAGE ALL	67,566

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	65,000 *
2	59,673 *
3	59,481 *
4	56,780 *
5	55,294 *
6	50,470
7	48,762 *
8	48,348 *
9	48,184
10	46,350
11	44,737 *
12	42,054 *
13	41,748 *
14	37,744
15	37,517
16	37,040
17	36,975
18	34,700
19	34,188
20	31,758
21	27,090
AVERAGE "x"	52,188
AVERAGE ALL	44,947

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	99,930 *
2	91,312 *
3	89,550 *

RANK SALARY (CONTINUED)

AVERAGE "x"	93,597
AVERAGE ALL	93,597

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	(69,059)*
2	68,550 *
3	58,500
4	57,811 *
5	55,500 *
6	53,000 *
7	48,471
8	44,900 *
AVERAGE "x"	58,137
AVERAGE ALL	56,974

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	77,250 *
2	76,500 *
3	76,335 *
4	74,690 *
5	71,999
6	71,000 *
7	70,778 *
8	70,600 *
9	70,000 *
10	69,393 *
11	(69,059)*
12	63,548 *
13	62,315
14	59,559
15	58,710
16	58,188
17	58,000
18	54,024
19	53,460
20	50,905
21	45,000

RANK SALARY (CONTINUED)

AVERAGE "x"	71,741
AVERAGE ALL	64,824

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	69,539 *
2	67,078 *
3	60,000 *
4	59,064 *
5	57,500 *
6	56,651 *
7	55,122 *
8	54,549 *
9	53,000 *
10	50,470
11	49,574
12	47,610 *
13	44,431
14	44,331
15	43,752
16	43,704
17	42,024 *
18	38,966
19	38,850
20	38,727
21	35,344
22	30,080
AVERAGE "x"	56,558
AVERAGE ALL	49,108

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	109,000 *
2	105,884 *
3	100,835 *
4	94,370 *
5	82,773 *
6	(81,600)*
7	79,687
8	77,250

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK (CONTINUED)	SALARY
9	75,000
10	67,647
AVERAGE "*"	95,744
AVERAGE ALL	87,405

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	104,500 *
2	92,718 *
3	77,559
4	56,100 *
AVERAGE "*"	84,439
AVERAGE ALL	82,719

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	72,114 *
2	66,837 *
3	(60,724)*
4	59,704 *
5	53,728 *
6	53,309 *
7	52,350
8	51,912 *
9	50,393
10	48,860
11	45,655 *
12	45,000
13	41,352
14	41,250
15	40,674
16	40,478
17	39,037

RANK (CONTINUED)	SALARY
AVERAGE "*"	57,998
AVERAGE ALL	50,787

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	84,000 *
2	79,213 *
3	79,000 *
4	(60,724)*
AVERAGE "*"	75,734
AVERAGE ALL	75,734

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	100,478 *
2	(81,600)*
3	72,800 *
4	71,085 *
5	59,364
AVERAGE "*"	81,491
AVERAGE ALL	77,065

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000 *
2	80,954 *
3	72,100
4	71,400 *
5	66,183 *
6	64,368
7	50,490
8	46,601
9	40,350 *
10	38,966
11	35,675

RANK (CONTINUED)	SALARY
AVERAGE "*"	71,777
AVERAGE ALL	60,644

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	73,684 *
2	71,110 *
3	70,000 *
4	66,934 *
5	61,308
6	60,576 *
7	54,500 *
8	53,848 *
9	48,960 *
10	48,791
11	43,962
12	41,076
13	33,324
14	32,200
AVERAGE "*"	62,452
AVERAGE ALL	54,305

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	104,000 *
2	37,740 *
3	37,335 *
AVERAGE "*"	59,692
AVERAGE ALL	59,692

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	109,200 *
2	108,172 *
3	98,429 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK (CONTINUED)	SALARY
4	91,870 *
5	(67,320)*

AVERAGE "*" 94,998

AVERAGE ALL 94,998

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	132,500 *
2	110,004 *
3	(108,000)*
4	105,000 *
5	(92,767)*
6	88,138 *
7	79,521
8	58,569
9	55,940

AVERAGE "*" 106,068

AVERAGE ALL 92,271

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	103,293 *
2	76,157 *
3	70,000 *
4	69,226
5	(67,320)*
6	63,336
7	61,000 *
8	57,200 *
9	51,728
10	51,719 *
11	46,880
12	45,980
13	41,500 *

RANK (CONTINUED)	SALARY
4	95,000 *
5	92,500 *
6	91,000 *
7	85,000 *
8	77,532
9	75,309
10	71,500
11	70,255
12	68,959
13	60,256

AVERAGE "*" 66,024

AVERAGE ALL 61,949

DEANS:
AGRICULTURE

RANK	SALARY
1	134,863 *
2	104,220 *
3	99,391 *
4	95,000 *
5	92,000 *
6	91,972 *
7	72,101
8	63,554

AVERAGE "*" 102,908

AVERAGE ALL 94,138

DEANS:
ARCHITECTURE

RANK	SALARY
1	105,750 *
2	95,932 *
3	91,970 *
4	90,900 *
5	90,458 *
6	89,369 *
7	87,360 *
8	83,487 *
9	80,340

AVERAGE "*" 91,903

AVERAGE ALL 90,618

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	99,750 *
2	99,364 *
3	95,000 *

RANK	SALARY
4	95,000 *
5	92,500 *
6	91,000 *
7	85,000 *
8	77,532
9	75,309
10	71,500
11	70,255
12	68,959
13	60,256

AVERAGE "*" 93,945

AVERAGE ALL 83,187

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	163,000 *
2	158,998 *
3	145,774 *
4	141,689
5	120,000 *
6	117,300 *
7	111,500 *
8	111,080
9	109,020 *
10	106,710 *
11	106,603 *
12	94,452
13	80,000
14	77,660
15	77,532
16	74,857
17	73,672
18	73,337
19	70,911

AVERAGE "*" 126,545

AVERAGE ALL 106,005

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	95,000 *
2	89,007 *

* = NASULGC

DEANS:
CONTINUING EDUCATION

RANK (CONTINUED)	SALARY
3	82,311 *
4	80,255 *
5	74,339 *
6	72,302 *
7	68,941
8	63,629
9	56,100 *
10	55,157
11	52,788
12	38,385 *
AVERAGE "*"	73,462
AVERAGE ALL	69,018

DEANS:
EDUCATION

RANK	SALARY
1	142,000 *
2	118,451 *
3	103,120 *
4	98,800 *
5	97,890 *
6	95,000 *
7	94,000 *
8	90,000 *
9	89,962 *
10	85,930 *
11	85,908 *
12	77,532
13	76,871
14	75,725
15	75,344
16	72,101
17	71,756
18	68,444
19	68,040
20	67,431
21	58,316
AVERAGE "*"	100,096
AVERAGE ALL	86,315

DEANS:
ENGINEERING

RANK	SALARY
1	164,000 *
2	147,436 *
3	126,445
4	116,989 *
5	113,341 *
6	111,500 *
7	110,434 *
8	106,090
9	105,060 *
10	102,600 *
11	100,956 *
12	96,623 *
13	94,762
14	84,943
15	74,778
16	59,800
AVERAGE "*"	116,894
AVERAGE ALL	107,235

DEANS:
FINE ARTS

RANK	SALARY
1	127,000 *
2	95,000 *
3	75,725
4	70,818 *
5	70,134 *
6	57,938
7	57,114 *
AVERAGE "*"	84,013
AVERAGE ALL	79,104

DEANS:
GRADUATE

RANK	SALARY
1	132,000 *
2	(108,000)*
3	93,318
4	93,256 *
5	(92,767)*
6	90,000 *
7	76,072
8	70,911
9	63,963
AVERAGE "*"	103,205
AVERAGE ALL	91,143

DEANS:
HOME ECONOMICS

RANK	SALARY
1	99,500 *
2	98,308 *
3	82,161 *
4	76,492 *
5	63,004
AVERAGE "*"	89,115
AVERAGE ALL	83,893

DEANS:
LAW

RANK	SALARY
1	180,000 *
2	147,295 *
3	127,660 *
4	117,254 *
5	111,057 *
6	106,000 *
AVERAGE "*"	131,544
AVERAGE ALL	131,544

DEANS:
LIBERAL ARTS

RANK	SALARY
1	155,500 *
2	114,948 *
3	90,228
4	78,755
5	77,117

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

DEANS:
LIBERAL ARTS

RANK (CONTINUED)	SALARY
6	73,640
AVERAGE "*"	135,224
AVERAGE ALL	98,365

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	102,000 *
2	91,000 *
3	82,161 *
4	68,967
AVERAGE "*"	91,720
AVERAGE ALL	86,032

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	125,000 *
2	100,000 *
3	75,912
AVERAGE "*"	112,500
AVERAGE ALL	100,304

DEANS:
SCIENCE

RANK	SALARY
1	176,716 *
2	145,000 *
3	116,171 *
4	114,649 *
5	104,545
6	103,000
7	81,369
8	70,460

RANK SALARY
(CONTINUED)

AVERAGE "*"	138,134
AVERAGE ALL	113,989

DEANS:
SOCIAL WORK

RANK	SALARY
1	97,500 *
2	97,097 *
3	83,835 *
4	54,172
AVERAGE "*"	92,811
AVERAGE ALL	83,151

DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	101,789 *
2	70,044 *
3	60,588
AVERAGE "*"	85,917
AVERAGE ALL	77,474

DEANS:
UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	92,700 *
2	86,843
3	73,800 *
4	71,336 *
5	63,809 *
AVERAGE "*"	75,411
AVERAGE ALL	77,698

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	90,377
2	84,080 *
3	80,411 *
4	79,280
5	74,237
AVERAGE "*"	82,246
AVERAGE ALL	81,677

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	183,744 *
2	157,792 *
3	114,962 *
4	112,000 *
AVERAGE "*"	142,125
AVERAGE ALL	142,125

MEDICAL DEANS:
NURSING

RANK	SALARY
1	121,000 *
2	87,076 *
3	84,856
4	84,660
5	82,812
6	78,866 *
AVERAGE "*"	95,647
AVERAGE ALL	89,878

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	145,000 *
2	76,686 *

* = NASULGC

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MEDICAL DEANS:
PHARMACY

RANK (CONTINUED)	SALARY
3	76,236 *
AVERAGE "*"	99,307
AVERAGE ALL	99,307

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	144,773 *
2	119,322 *
3	111,500 *
AVERAGE "*"	125,198
AVERAGE ALL	125,198

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The eleven participating universities from this region are as follows:

*MONTANA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
*SOUTH DAKOTA STATE UNIVERSITY
UNIVERSITY OF COLORADO AT DENVER
*UNIVERSITY OF MONTANA
*UNIVERSITY OF NORTH DAKOTA
UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF SOUTH DAKOTA
*UNIVERSITY OF UTAH
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	135,200 *
2	125,000
3	119,940 *
4	115,000 *
5	113,800
6	110,300 *
7	98,933 *
8	96,699 *
9	96,699 *
10	93,119 *
11	90,912 *

AVERAGE "*" 106,311

AVERAGE ALL 108,691

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	81,072 *
2	73,000
3	41,664 *
4	35,700 *

AVERAGE "*" 52,812

AVERAGE ALL 57,859

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	76,000
2	70,164 *
3	65,000 *
4	64,000
5	58,480 *
6	58,082 *
7	53,724 *
8	52,200 *
9	50,175 *
10	47,900 *

RANK SALARY (CONTINUED)

AVERAGE "*" 56,966

AVERAGE ALL 59,573

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	66,000
2	55,650 *
3	50,300 *
4	46,240 *
5	41,780 *
6	40,596 *
7	39,240 *
8	32,356 *
9	32,200 *
10	30,700 *

AVERAGE "*" 41,007

AVERAGE ALL 43,506

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(67,600)*
2	62,500
3	60,556 *
4	49,384
5	44,748 *
6	44,220 *
7	43,600 *
8	35,680 *
9	29,975 *

AVERAGE "*" 46,626

AVERAGE ALL 48,696

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	104,000 *
2	62,880 *
3	47,100 *
4	45,396 *
5	44,676 *

AVERAGE "*" 60,810

AVERAGE ALL 60,810

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	109,000
2	108,212 *
3	100,000
4	89,980 *
5	77,880 *
6	77,875 *
7	76,800 *

AVERAGE "*" 86,149

AVERAGE ALL 91,392

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	109,404 *
2	98,300 *
3	87,500 *
4	85,000 *

AVERAGE "*" 95,051

AVERAGE ALL 95,051

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	80,000
2	75,020 *
3	73,956 *
4	73,600
5	70,291 *
6	69,650 *

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* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK (CONTINUED)	SALARY
7	66,700 *
8	63,221 *
9	59,880 *
10	59,760 *
11	58,000 *
AVERAGE "*"	66,275
AVERAGE ALL	68,189

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	105,000 *
2	94,721
3	86,964 *
4	85,480 *
5	83,000 *
6	82,500 *
7	80,480 *
8	65,000 *
9	62,000 *
AVERAGE "*"	81,303
AVERAGE ALL	82,794

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	77,243 *
2	77,165
3	65,480 *
4	64,931
5	63,700 *
6	54,600 *
7	54,564 *
8	52,480 *
9	52,020 *
10	51,095 *
11	49,400 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	57,842
AVERAGE ALL	60,243

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	59,700 *
2	54,891
3	49,380 *
AVERAGE "*"	54,540
AVERAGE ALL	54,657

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	67,800 *
2	45,960 *
3	35,481 *
4	27,980 *
AVERAGE "*"	44,305
AVERAGE ALL	44,305

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	57,000 *
2	53,150 *
3	44,480 *
4	40,480 *
5	39,216 *
6	37,740 *
7	32,235 *
8	30,700 *
9	26,700 *
AVERAGE "*"	40,189
AVERAGE ALL	40,189

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	53,800 *
2	53,000 *
3	45,288 *
4	41,000
5	36,180 *
6	31,500 *
7	30,000 *
8	25,852 *
AVERAGE "*"	39,374
AVERAGE ALL	39,578

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	74,800 *
2	(67,600)*
3	66,180 *
4	65,431
5	65,400
6	58,900 *
7	50,195 *
8	49,980 *
9	46,464 *
10	34,950 *
AVERAGE "*"	56,134
AVERAGE ALL	57,990

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	51,000 *
2	35,180 *
3	33,372 *
4	31,962 *
5	31,543 *
6	30,980 *
7	23,764 *

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

(CONTINUED)

AVERAGE "*"	33,972
AVERAGE ALL	33,972

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	66,338
2	66,100 *
3	60,345 *
4	59,450
5	49,680 *
6	48,215 *
7	46,500 *
8	43,480 *
9	43,000 *
10	41,000 *
11	34,850 *
AVERAGE "*"	48,130
AVERAGE ALL	50,814

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	95,000
2	82,845
3	81,100 *
4	79,076 *
5	73,620 *
6	73,480 *
7	71,200 *
AVERAGE "*"	75,695
AVERAGE ALL	79,474

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	66,101 *
2	64,500 *
3	60,000 *
4	58,480 *
5	48,240 *
6	48,139
AVERAGE "*"	59,464
AVERAGE ALL	57,577

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	80,200 *
2	44,062 *
3	35,004 *
AVERAGE "*"	53,089
AVERAGE ALL	53,089

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	55,531
2	52,900 *
3	49,890
4	49,632 *
5	48,480 *
6	48,200 *
7	43,322 *
8	43,200 *
9	42,500 *
10	35,500 *
11	34,941 *
AVERAGE "*"	44,297
AVERAGE ALL	45,827

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	55,650
2	53,132 *
3	52,500 *
4	49,500 *
5	48,500 *
6	47,397 *
7	43,785 *
8	39,700 *
9	37,100 *
AVERAGE "*"	46,452
AVERAGE ALL	47,474

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	57,204
2	53,834
3	46,680 *
4	45,800 *
5	45,560 *
6	45,480 *
7	44,953 *
8	44,658 *
9	38,100 *
10	37,273 *
11	36,700 *
AVERAGE "*"	42,800
AVERAGE ALL	45,113

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	56,788 *
2	55,480 *
3	55,457 *
4	53,000 *
5	51,547
6	47,004 *
7	44,720 *

* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
8	44,200 *
9	41,550 *
10	39,470 *
AVERAGE "*"	48,630
AVERAGE ALL	48,922

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	97,779 *
2	84,072 *
3	70,100 *
4	62,000 *
5	60,947 *
6	60,000
7	41,480 *
8	40,469 *
9	37,900 *
AVERAGE "*"	61,843
AVERAGE ALL	61,639

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	52,137
2	44,874 *
3	43,008 *
4	42,500 *
5	41,774 *
6	41,480 *
7	39,055 *
AVERAGE "*"	42,115
AVERAGE ALL	43,547

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	57,200 *
2	56,496 *
3	52,130 *
4	42,500 *
AVERAGE "*"	52,082
AVERAGE ALL	52,082

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	79,400 *
2	66,715
3	61,000 *
4	58,704 *
5	58,080 *
6	54,154 *
7	52,260 *
8	51,200 *
9	51,005 *
AVERAGE "*"	58,225
AVERAGE ALL	59,169

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	63,600 *
2	47,220 *
3	39,100 *
4	37,620 *
5	31,500 *
6	31,230 *
7	30,280 *
8	28,414 *
9	26,800 *
AVERAGE "*"	37,307
AVERAGE ALL	37,307

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	95,000
2	82,872 *
3	60,000 *
AVERAGE "*"	71,436
AVERAGE ALL	79,291

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	103,688 *
2	85,000 *
3	75,641 *
4	69,400 *
AVERAGE "*"	83,432
AVERAGE ALL	83,432

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	67,400 *
2	62,951
3	55,500
4	54,432 *
5	53,092 *
6	52,980 *
7	48,362 *
8	41,400 *
9	31,500 *
10	29,203 *
AVERAGE "*"	47,296
AVERAGE ALL	49,682

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	70,000 *
2	63,360 *
3	58,300 *
AVERAGE "*"	63,887
AVERAGE ALL	63,887

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	57,200 *
2	55,076 *
3	46,944 *
4	45,240 *
AVERAGE "*"	51,115
AVERAGE ALL	51,115

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	73,063 *
2	68,000 *
3	45,000 *
4	44,300 *
5	43,264 *
6	42,516 *
7	42,079
8	41,500 *
9	41,440
10	40,440 *
AVERAGE "*"	49,760
AVERAGE ALL	48,160

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	90,000 *
2	87,457 *
3	63,718 *
AVERAGE "*"	80,392
AVERAGE ALL	80,392

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	112,000 *
2	92,412 *
3	90,000 *
4	85,000 *
AVERAGE "*"	94,853
AVERAGE ALL	94,853

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	77,866 *
2	67,074 *
3	62,292 *
4	58,720 *
5	48,480 *
6	44,985 *
AVERAGE "*"	59,903
AVERAGE ALL	59,903

DEANS:
AGRICULTURE

RANK	SALARY
1	89,508 *
2	87,400 *
3	83,000 *
4	81,280 *
5	73,700 *
AVERAGE "*"	82,978
AVERAGE ALL	82,978

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	98,280
2	87,600
3	84,504 *
4	82,555 *
5	78,700 *
6	72,809 *
7	70,000 *
8	69,180 *
AVERAGE "*"	76,291
AVERAGE ALL	80,454

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	116,343 *
2	115,000
3	87,516 *
4	86,200
5	84,000 *
6	80,480 *
7	76,920 *
8	75,786 *
9	72,917 *
10	68,600 *
AVERAGE "*"	82,820
AVERAGE ALL	86,376

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	90,327 *
2	75,000 *

* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

DEANS:
CONTINUING EDUCATION

RANK (CONTINUED)	SALARY
3	74,600
4	66,480 *
5	57,835 *
6	51,425 *
AVERAGE "*"	68,213
AVERAGE ALL	69,278

DEANS:
EDUCATION

RANK	SALARY
1	95,000
2	92,600
3	85,404 *
4	82,385 *
5	72,480 *
6	72,439 *
7	72,332 *
8	71,200 *
9	68,972 *
10	67,500 *
11	65,108 *
AVERAGE "*"	73,091
AVERAGE ALL	76,856

DEANS:
ENGINEERING

RANK	SALARY
1	110,464 *
2	109,000
3	90,360 *
4	90,200 *
5	84,835 *
6	81,080 *
7	72,080 *
AVERAGE "*"	88,170
AVERAGE ALL	91,146

DEANS:
FINE ARTS

RANK	SALARY
1	83,584
2	69,427 *
3	66,690 *
4	65,000 *
5	63,895 *
6	62,200 *
AVERAGE "*"	65,442
AVERAGE ALL	68,466

DEANS:
GRADUATE

RANK	SALARY
1	100,301 *
2	87,400 *
3	81,480 *
4	81,067 *
5	77,640 *
6	75,480 *
7	75,100
8	67,493 *
9	63,880 *
AVERAGE "*"	79,343
AVERAGE ALL	78,871

DEANS:
HOME ECONOMICS

RANK	SALARY
1	81,000 *
2	73,000 *
3	66,200 *
AVERAGE "*"	73,400
AVERAGE ALL	73,400

DEANS:
LAW

RANK	SALARY
1	113,200 *
2	109,500 *
3	102,929 *
4	91,980 *
5	85,800 *
AVERAGE "*"	100,682
AVERAGE ALL	100,682

MEDICAL DEANS:
NURSING

RANK	SALARY
1	99,120 *
2	79,853 *
3	70,000 *
4	69,480 *
AVERAGE "*"	79,613
AVERAGE ALL	79,613

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	98,359 *
2	77,960 *
3	77,200 *
4	64,808 *
AVERAGE "*"	79,582
AVERAGE ALL	79,582

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The ten participating universities from this region are as follows:

*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*WICHITA STATE UNIVERSITY
*UNIVERSITY OF MISSOURI - ST. LOUIS
UNIVERSITY OF NORTHERN IOWA
*UNIVERSITY OF MISSOURI - COLUMBIA
*UNIVERSITY OF KANSAS - LAWRENCE
*UNIVERSITY OF MISSOURI - ROLLA
*UNIVERSITY OF NEBRASKA - LINCOLN
UNIVERSITY OF NEBRASKA - OMAHA

TABLE II (CONTINUED)
KANSAS CITY REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	175,000 *
2	150,000 *
3	146,000 *
4	138,000 *
5	130,000 *
6	122,000 *
7	122,000 *
8	120,900 *
9	113,500 *
AVERAGE "*"	135,267
AVERAGE ALL	135,267

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	104,200 *
2	93,500 *
3	90,000 *
AVERAGE "*"	95,900
AVERAGE ALL	95,900

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	105,000 *
2	86,541 *
3	83,094 *
4	79,900 *
5	58,800 *
6	52,104 *
AVERAGE "*"	77,573
AVERAGE ALL	77,573

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	108,000 *
2	99,625 *
3	85,254 *
4	84,400 *
5	76,050 *
6	70,700 *
7	70,000 *
8	66,745 *
9	65,720 *
10	62,100 *
AVERAGE "*"	78,859
AVERAGE ALL	78,859

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	(68,493)*
2	68,000 *
3	60,475 *
4	57,804 *
5	56,246 *
6	54,675 *
7	43,333 *
AVERAGE "*"	58,432
AVERAGE ALL	58,432

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	82,529 *
2	69,500 *
3	69,000 *
4	58,980 *
5	58,400 *
6	51,700 *
7	47,500 *
8	37,000 *

RANK SALARY (CONTINUED)

AVERAGE "*"	59,326
AVERAGE ALL	59,326

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	128,000 *
2	108,358 *
3	100,000 *
4	99,321 *
5	98,505 *
AVERAGE "*"	106,837
AVERAGE ALL	106,837

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	140,000 *
2	118,150 *
3	115,000 *
4	110,000 *
5	109,434 *
AVERAGE "*"	118,517
AVERAGE ALL	118,517

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	102,100 *
2	100,231 *
3	84,800 *
4	81,300 *
5	80,826 *
6	79,900 *
7	77,400 *
8	69,500 *
9	67,100 *
10	58,000 *

* = NASULGC

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ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

(CONTINUED)

AVERAGE "*"	80,116
AVERAGE ALL	80,116

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	130,000 *
2	125,788 *
3	108,500 *
4	102,330 *
5	98,725 *
6	95,250 *
7	88,700 *
8	69,150 *
AVERAGE "*"	102,305
AVERAGE ALL	102,305

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	89,466 *
2	77,200 *
3	70,175 *
4	69,000 *
5	67,404 *
6	62,300 *
7	61,200 *
8	55,600 *
AVERAGE "*"	69,043
AVERAGE ALL	69,043

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	80,500 *
2	48,000 *
3	39,913 *
4	39,800 *
AVERAGE "*"	52,053
AVERAGE ALL	52,053

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	87,400 *
2	65,935 *
3	60,000 *
4	58,000 *
5	55,700 *
6	55,365 *
7	49,764 *
8	46,900 *
9	46,575 *
10	29,760 *
AVERAGE "*"	55,540
AVERAGE ALL	55,540

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	77,543 *
2	58,000 *
3	51,504 *
4	51,500 *
5	45,000 *
6	35,250 *
AVERAGE "*"	53,133
AVERAGE ALL	53,133

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	79,206 *
2	75,975 *
3	66,250 *
4	65,400 *
5	62,640 *
6	54,000 *
7	51,250 *
AVERAGE "*"	64,960
AVERAGE ALL	64,960

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	60,907 *
2	60,000 *
3	49,000 *
4	47,940 *
5	44,244 *
6	42,200 *
7	40,051 *
8	34,900 *
9	32,000 *
10	30,222 *
AVERAGE "*"	44,146
AVERAGE ALL	44,146

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	73,100 *
2	72,250 *
3	(68,493)*
4	66,837 *
5	65,954 *
6	62,500 *
7	61,700 *
8	61,464 *
9	52,000 *
10	50,825 *
AVERAGE "*"	63,512
AVERAGE ALL	63,512

* = NASULGC

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TABLE II (CONTINUED)
KANSAS CITY REGION

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	111,344 *
2	109,800 *
3	(102,942)*
4	101,000 *
5	91,500 *
6	87,125 *
7	87,000 *
8	86,950 *
9	83,750 *

AVERAGE "*" 95,712

AVERAGE ALL 95,712

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	75,720 *
2	73,272 *
3	70,130 *
4	64,600 *

AVERAGE "*" 70,931

AVERAGE ALL 70,931

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	99,031 *
2	55,908 *
3	51,899 *
4	49,045 *
5	43,150 *
6	41,600 *

AVERAGE "*" 56,772

AVERAGE ALL 56,772

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	63,000 *
2	(62,400)*
3	59,000 *
4	56,796 *
5	54,000 *
6	51,719 *
7	51,000 *
8	50,910 *
9	50,500 *

AVERAGE "*" 55,481

AVERAGE ALL 55,481

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	72,080 *
2	63,294 *
3	62,500 *
4	(62,400)*
5	59,150 *
6	55,000 *
7	53,004 *
8	49,000 *
9	46,750 *
10	46,692 *

AVERAGE "*" 56,987

AVERAGE ALL 56,987

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	65,200 *
2	62,000 *
3	51,854 *
4	51,558 *
5	50,136 *
6	47,636 *
7	46,750 *
8	45,077 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 52,526

AVERAGE ALL 52,526

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	93,438 *
2	76,000 *
3	67,350 *
4	64,000 *
5	59,220 *
6	55,000 *
7	41,100 *
8	39,800 *
9	20,000 *

AVERAGE "*" 57,323

AVERAGE ALL 57,323

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	105,366 *
2	104,251 *
3	85,000 *
4	73,900 *
5	66,790 *
6	58,008 *
7	41,000 *
8	28,000 *

AVERAGE "*" 70,289

AVERAGE ALL 70,289

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	74,800 *
2	59,546 *
3	59,150 *

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY
4	50,190 *
5	47,000 *
6	45,250 *
7	45,240 *
8	43,683 *
AVERAGE "*"	53,107
AVERAGE ALL	53,107

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	76,800 *
2	74,010 *
3	72,800 *
4	58,225 *
5	57,014 *
AVERAGE "*"	67,770
AVERAGE ALL	67,770

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	80,650 *
2	78,762 *
3	77,210 *
4	72,400 *
5	68,487 *
6	67,158 *
7	66,000 *
8	63,700 *
9	60,600 *
AVERAGE "*"	70,552
AVERAGE ALL	70,552

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	61,400 *
2	59,172 *
3	57,400 *
4	56,000 *
5	55,674 *
6	52,000 *
7	48,870 *
8	47,686 *
9	39,800 *
10	36,400 *
AVERAGE "*"	51,440
AVERAGE ALL	51,440

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	(102,942)*
2	92,725 *
3	87,500 *
4	75,000 *
AVERAGE "*"	89,542
AVERAGE ALL	89,542

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	74,550 *
2	69,850 *
3	64,500 *
4	63,000 *
5	54,899 *
6	47,000 *
7	41,712 *
8	30,240 *
AVERAGE "*"	55,719
AVERAGE ALL	55,719

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	82,800 *
2	77,000 *
3	69,276 *
AVERAGE "*"	76,359
AVERAGE ALL	76,359

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	116,875 *
2	71,750 *
3	61,170 *
4	57,680 *
AVERAGE "*"	76,869
AVERAGE ALL	76,869

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	74,275 *
2	71,000 *
3	69,525 *
4	61,746 *
5	57,900 *
6	50,625 *
AVERAGE "*"	64,179
AVERAGE ALL	64,179

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	115,000 *
2	114,000 *
3	88,494 *
4	42,859 *

* = NASULGC

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TABLE II (CONTINUED)
KANSAS CITY REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

(CONTINUED)

AVERAGE "*"	90,088
AVERAGE ALL	90,088

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	121,600 *
2	(102,600)*
3	99,588 *
4	(93,685)*
AVERAGE "*"	104,368
AVERAGE ALL	104,368

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	70,822 *
2	54,925 *
3	52,000 *
4	43,280 *
AVERAGE "*"	55,257
AVERAGE ALL	55,257

DEANS:
AGRICULTURE

RANK	SALARY
1	117,400 *
2	116,500 *
3	108,180 *
4	104,100 *
AVERAGE "*"	111,545
AVERAGE ALL	111,545

DEANS:
ARCHITECTURE

RANK	SALARY
1	100,274 *
2	90,426 *
3	84,890 *
AVERAGE "*"	91,863
AVERAGE ALL	91,863

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	112,834 *
2	104,500 *
3	97,626 *
4	96,900 *
5	96,075 *
6	95,900 *
7	92,550 *
AVERAGE "*"	99,484
AVERAGE ALL	99,484

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	123,450 *
2	121,396 *
3	116,900 *
4	108,650 *
5	107,364 *
6	106,000 *
7	103,000 *
8	95,000 *
9	90,000 *
AVERAGE "*"	107,973
AVERAGE ALL	107,973

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	100,055 *
2	99,528 *
3	90,900 *
4	89,040 *
5	85,720 *
6	83,000 *
7	73,400 *
8	63,800 *
AVERAGE "*"	85,680
AVERAGE ALL	85,680

DEANS:
EDUCATION

RANK	SALARY
1	106,694 *
2	106,350 *
3	97,000 *
4	93,984 *
5	91,600 *
6	86,700 *
7	85,000 *
AVERAGE "*"	95,333
AVERAGE ALL	95,333

DEANS:
ENGINEERING

RANK	SALARY
1	127,394 *
2	125,600 *
3	121,000 *
4	107,000 *
5	103,320 *
6	101,382 *
7	99,050 *
AVERAGE "*"	112,107
AVERAGE ALL	112,107

* = NASULGC

DEANS:
GRADUATE

RANK	SALARY
1	(102,600)*
2	(93,685)*
3	93,234 *
4	89,950 *
5	87,500 *
6	79,200 *
7	67,500 *
AVERAGE "*"	87,667
AVERAGE ALL	87,667

DEANS:
HOME ECONOMICS

RANK	SALARY
1	108,800 *
2	105,265 *
3	93,336 *
4	86,920 *
AVERAGE "*"	98,580
AVERAGE ALL	98,580

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	99,337 *
2	92,220 *
3	80,320 *
AVERAGE "*"	90,626
AVERAGE ALL	90,626

DEANS:
LAW

RANK	SALARY (CONTINUED)
1	136,271 *
2	108,650 *
3	93,250 *
AVERAGE "*"	112,724
AVERAGE ALL	112,724

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The thirteen participating universities from these combined regions are as follows:

NEW JERSEY INSTITUTE OF TECHNOLOGY
*STATE UNIVERSITY OF NEW OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
STATE UNIVERSITY OF NEW YORK-COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY
*UNIVERSITY OF MAINE
*UNIVERSITY OF MASSACHUSETTS - AMHERST
UNIVERSITY OF MASSACHUSETTS AT BOSTON
UNIVERSITY OF MASSACHUSETTS AT LOWELL
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF VERMONT
*UNIVERSITY OF CONNECTICUT

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	150,542 *
2	140,000
3	133,775 *
4	133,775 *
5	126,800 *
6	125,000 *
7	124,580 *
8	123,203 *
9	123,165 *
10	112,000 *
11	99,225
12	97,200
13	96,813
AVERAGE "*"	128,093
AVERAGE ALL	122,006

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	111,165 *
2	98,975 *
3	91,055
AVERAGE "*"	105,070
AVERAGE ALL	100,398

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	142,747 *
2	74,500 *
3	72,168 *
4	55,870 *
5	55,000
6	44,437 *
AVERAGE "*"	77,944
AVERAGE ALL	74,120

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	106,000 *
2	105,000 *
3	95,797 *
4	90,500
5	85,000 *
6	83,370 *
7	79,090 *
8	71,269
9	69,188 *
10	60,850 *
11	53,000
AVERAGE "*"	85,537
AVERAGE ALL	81,733

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	84,716 *
2	80,224 *
3	80,000 *
4	74,294 *
5	70,000 *
6	66,000
7	56,002 *
8	54,900
9	40,440 *
10	37,451
AVERAGE "*"	69,382
AVERAGE ALL	64,403

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	94,630 *
2	67,830 *
3	67,500 *
4	63,500 *
5	61,361
6	55,448 *
7	51,653 *
8	51,000
9	50,998
10	48,000 *
AVERAGE "*"	64,080
AVERAGE ALL	61,192

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	87,000 *
2	78,000 *
3	74,290 *
4	68,300 *
5	67,559
6	67,000
AVERAGE "*"	76,898
AVERAGE ALL	73,692

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	(99,750)*
2	95,000
3	94,000 *
4	93,266
AVERAGE "*"	96,875
AVERAGE ALL	95,504

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	145,000 *
2	143,250 *
3	119,000
4	116,600 *
5	116,000 *
6	113,000 *
7	111,500 *

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

ACADEMIC OFFICERS:
PROVOST

RANK (CONTINUED)	SALARY
8	(99,750)*
9	99,125
10	99,000 *
AVERAGE "*"	118,013
AVERAGE ALL	116,223

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	115,000 *
2	98,000 *
3	90,920 *
4	85,300 *
5	83,737 *
6	82,296 *
7	77,898 *
8	75,000
9	72,000
10	68,000 *
11	67,701
12	63,311
AVERAGE "*"	87,644
AVERAGE ALL	81,597

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	136,564 *
2	132,500 *
3	102,000 *
4	98,000 *
5	95,500
6	91,620 *
7	91,476 *
8	86,938
9	85,500
10	80,976 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	104,734
AVERAGE ALL	100,107

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	97,000 *
2	88,921 *
3	85,100 *
4	73,824 *
5	71,994 *
6	67,611
7	66,348 *
8	64,500 *
9	55,000
AVERAGE "*"	78,241
AVERAGE ALL	74,478

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	78,000 *
2	77,689 *
3	66,190 *
4	65,875
5	65,858 *
6	53,610 *
7	53,010
8	47,142 *
9	44,800
10	44,388 *
11	37,662 *
AVERAGE "*"	58,817
AVERAGE ALL	57,657

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	58,056 *
2	56,925 *
3	44,150 *
AVERAGE "*"	53,044
AVERAGE ALL	53,044

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,566 *
2	66,670
3	61,346 *
4	59,460
5	56,116 *
6	53,428 *
7	51,000 *
8	47,750 *
9	45,332 *
10	45,058 *
AVERAGE "*"	54,950
AVERAGE ALL	56,573

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	79,536 *
2	66,000 *
3	63,040
4	60,000 *
5	55,148 *
6	55,120 *
7	30,668 *
AVERAGE "*"	57,745
AVERAGE ALL	58,502

* = NASULGC

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	90,400 *
2	89,448 *
3	73,300 *
4	67,611
5	65,300
6	63,000 *
7	61,213 *
8	60,000 *
9	59,500 *
AVERAGE "*"	70,980
AVERAGE ALL	69,975

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	66,500 *
2	58,404
3	57,367 *
4	52,750 *
5	48,292 *
6	44,325
7	42,050
8	40,800 *
AVERAGE "*"	53,142
AVERAGE ALL	51,311

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	79,000 *
2	78,895 *
3	76,183 *
4	72,085 *
5	72,000 *
6	69,550 *
7	67,684
8	63,270 *
9	62,291 *
10	54,700
11	54,558 *
AVERAGE "*"	69,759
AVERAGE ALL	68,201

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	107,910 *
2	105,000 *
3	105,000 *
4	100,000 *
5	94,049
6	93,780 *
7	92,925 *
8	89,000 *
9	86,576 *
10	79,785
AVERAGE "*"	97,524
AVERAGE ALL	95,403

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	79,800
2	69,850 *
3	67,269 *
4	66,500 *
5	63,077 *
6	62,500 *
AVERAGE "*"	65,839
AVERAGE ALL	68,166

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	95,051 *
2	70,222 *
3	62,772 *
4	49,030 *
5	34,770 *
6	25,841 *
AVERAGE "*"	56,281
AVERAGE ALL	56,281

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	77,000 *
2	75,187 *
3	69,500 *
4	69,224 *
5	61,200 *
6	60,974
7	56,709
8	55,238 *
9	53,833
10	52,750 *
11	52,000
12	45,910 *
AVERAGE "*"	63,251
AVERAGE ALL	60,794

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,638 *
2	68,822 *
3	63,392 *
4	62,550 *
5	62,200 *
6	61,809
7	60,596
8	55,394 *
9	55,199
10	55,000 *
11	54,008
12	44,768 *
AVERAGE "*"	60,346
AVERAGE ALL	59,531

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	74,088 *
2	58,340 *
3	58,000 *
4	57,596
5	56,027 *
6	55,662
7	54,810 *
8	53,926 *
9	52,840 *
10	50,571
11	50,348 *
12	50,159
13	47,209 *
AVERAGE "*"	56,176
AVERAGE ALL	55,352

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	96,000 *
2	71,315 *
3	64,341 *
4	62,400 *
5	58,097 *
6	57,783 *
7	57,000 *
8	56,991 *
9	52,236
10	44,770 *
AVERAGE "*"	63,189
AVERAGE ALL	62,093

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	106,996 *
2	85,080 *
3	80,323 *
4	78,500 *
5	78,480 *
6	70,848
7	61,391 *
8	40,737 *
AVERAGE "*"	75,930
AVERAGE ALL	75,294

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	63,692 *
2	61,270 *
3	59,153
4	52,150 *
5	50,300
6	50,102 *
7	49,693 *
8	49,213
9	47,833 *
10	47,695 *
11	45,161 *
AVERAGE "*"	52,200
AVERAGE ALL	52,387

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	89,000 *
2	80,500 *
3	(75,280)*
4	68,000
5	60,000 *
6	57,242 *
AVERAGE "*"	72,404
AVERAGE ALL	71,670

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	88,602 *
2	79,000 *
3	75,600 *
4	75,250 *
5	75,000 *
6	68,000
7	65,800 *
8	62,975 *
9	62,190
10	61,917 *
11	61,732
AVERAGE "*"	73,018
AVERAGE ALL	70,551

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	75,787 *
2	75,000 *
3	72,269 *
4	69,875 *
5	58,433
6	58,000
7	56,800
8	55,500 *
9	52,479 *
10	52,050 *
11	49,150
12	49,040 *
13	45,916 *
AVERAGE "*"	60,880
AVERAGE ALL	59,254

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	111,000 *
2	98,000 *
3	82,539

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK (CONTINUED)	SALARY
4	80,000
5	77,900
6	75,000 *
AVERAGE "*"	94,667
AVERAGE ALL	87,407

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	83,070 *
2	81,815 *
3	73,000
4	66,850 *
5	65,469 *
6	62,627 *
7	61,610 *
8	52,237
9	50,500 *
10	47,600
11	40,000 *
AVERAGE "*"	63,993
AVERAGE ALL	62,253

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	83,091 *
2	74,000
3	65,000 *
4	60,000 *
5	(52,562)*
AVERAGE "*"	65,163
AVERAGE ALL	66,931

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	120,000 *
2	110,000 *
3	93,650 *
4	82,593 *
AVERAGE "*"	101,561
AVERAGE ALL	101,561

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	80,000 *
2	80,000 *
3	72,034
4	70,000 *
5	62,986 *
6	60,878 *
7	53,295
8	52,750
AVERAGE "*"	70,773
AVERAGE ALL	66,493

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	80,648 *
2	70,000 *
3	55,306 *
4	(52,562)*
5	50,957
6	50,000 *
7	47,060 *
8	45,675
9	42,672
AVERAGE "*"	59,263
AVERAGE ALL	54,987

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	90,000 *
2	86,190 *
3	82,318 *
4	73,297 *
5	47,379
AVERAGE "*"	82,951
AVERAGE ALL	75,837

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	111,000 *
2	95,320 *
3	92,795
4	91,793 *
5	79,002 *
AVERAGE "*"	94,279
AVERAGE ALL	93,982

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	95,000 *
2	73,166 *
3	68,817 *
4	62,322 *
5	54,952 *
6	46,983
AVERAGE "*"	70,851
AVERAGE ALL	66,873

DEANS:
AGRICULTURE

RANK	SALARY
1	112,616 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

DEANS:
AGRICULTURE

RANK (CONTINUED)	SALARY
2	102,000 *
3	90,140 *
4	81,537 *
AVERAGE "*"	96,573
AVERAGE ALL	96,573

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	120,935 *
2	108,300 *
3	94,000 *
4	92,000
5	91,183 *
6	85,000
AVERAGE "*"	103,605
AVERAGE ALL	98,570

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	133,000 *
2	120,000
3	118,900 *
4	108,999 *
5	104,948 *
6	98,830 *
7	95,550 *
8	93,448 *
9	91,000
10	85,165
11	83,178 *
12	77,461 *
AVERAGE "*"	101,590
AVERAGE ALL	100,873

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	99,000 *
2	88,590 *
3	82,900 *
4	81,790 *
5	80,498 *
6	76,000 *
7	74,393 *
8	70,326 *
9	66,287
10	66,180
11	60,023
AVERAGE "*"	81,687
AVERAGE ALL	76,908

DEANS:
EDUCATION

RANK	SALARY
1	118,800 *
2	106,000 *
3	90,306 *
4	90,000 *
5	87,000 *
6	84,000 *
7	80,000
8	79,856 *
9	75,000
AVERAGE "*"	93,709
AVERAGE ALL	90,107

DEANS:
ENGINEERING

RANK	SALARY
1	128,800 *
2	127,500 *
3	127,100 *
4	108,000
5	105,074 *
6	101,040 *
7	99,020 *
8	89,907
9	87,836 *
AVERAGE "*"	110,910
AVERAGE ALL	108,253

DEANS:
GRADUATE

RANK	SALARY
1	121,000 *
2	91,750 *
3	90,000 *
4	84,000
5	77,156 *
AVERAGE "*"	94,977
AVERAGE ALL	92,781

DEANS:
SCIENCE

RANK	SALARY
1	117,000 *
2	82,965 *
3	74,000
AVERAGE "*"	99,983
AVERAGE ALL	91,322

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	115,000 *
2	99,828 *
3	68,956 *
AVERAGE "*"	94,595
AVERAGE ALL	94,595

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* = NASULGC

DEANS:
SOCIAL WORK

RANK	SALARY
1	114,480 *
2	102,000 *
3	91,000 *

AVERAGE "*" 102,493

AVERAGE ALL 102,493

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	146,440 *
2	132,500 *
3	116,142 *

AVERAGE "*" 131,694

AVERAGE ALL 131,694

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	105,000 *
2	97,444 *
3	93,400 *
4	87,080 *
5	85,320 *
6	81,081 *

AVERAGE "*" 91,554

AVERAGE ALL 91,554

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	264,914 *
2	182,000 *
3	109,434 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 185,449

AVERAGE ALL 185,449

MEDICAL DEANS:
NURSING

RANK	SALARY
1	101,000 *
2	97,200 *
3	94,840 *
4	93,000 *
5	90,000
6	87,300 *
7	83,528 *
8	78,549 *

AVERAGE "*" 90,774

AVERAGE ALL 90,677

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	116,550 *
2	116,000 *
3	89,849 *

AVERAGE "*" 107,466

AVERAGE ALL 107,466

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The nine participating universities from this region are as follows:

COLLEGE OF WILLIAM AND MARY
INDIANA UNIVERSITY OF PENNSYLVANIA
MORGAN STATE UNIVERSITY
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF DELAWARE
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	179,000 *
2	175,000 *
3	147,679 *
4	147,679 *
5	147,679 *
6	142,000
7	116,406
8	104,652 *
9	92,500
AVERAGE "*"	150,282
AVERAGE ALL	139,177

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	149,000 *
2	115,667 *
3	115,560 *
4	84,548
AVERAGE "*"	126,742
AVERAGE ALL	116,194

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	77,600 *
2	73,824 *
3	70,000
4	64,000
5	58,000 *
6	55,000 *
7	48,137 *
8	48,000 *
AVERAGE "*"	60,094
AVERAGE ALL	61,820

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	109,090 *
2	95,000 *
3	88,333 *
4	78,922 *
5	77,748 *
AVERAGE "*"	89,819
AVERAGE ALL	89,819

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	125,000 *
2	92,800
3	80,854 *
4	78,431 *
5	65,755 *
6	64,594
7	63,600 *
AVERAGE "*"	82,728
AVERAGE ALL	81,576

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	78,284 *
2	77,451 *
3	66,839
4	64,100 *
5	61,500 *
6	45,000 *
AVERAGE "*"	65,267
AVERAGE ALL	65,529

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	72,647 *
2	71,250 *
3	60,200 *
4	54,608 *
5	51,600
6	51,336 *
7	34,284
AVERAGE "*"	62,008
AVERAGE ALL	56,561

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	95,098 *
2	79,706 *
3	78,196 *
4	76,136 *
5	55,500
AVERAGE "*"	82,284
AVERAGE ALL	76,927

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	130,000 *
2	119,000 *
3	93,500
4	92,530
AVERAGE "*"	124,500
AVERAGE ALL	108,758

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	163,000 *

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
(CONTINUED)	
2	144,500 *
3	131,127 *
4	124,000
5	88,008 *
AVERAGE "*"	131,659
AVERAGE ALL	130,127

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	99,556 *
2	92,941 *
3	90,000 *
4	89,500 *
5	81,400
6	61,468
7	55,000 *
8	54,580
AVERAGE "*"	85,399
AVERAGE ALL	78,056

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	136,200 *
2	117,000 *
3	115,560 *
4	100,500
5	95,098 *
6	85,246
7	80,250
AVERAGE "*"	115,965
AVERAGE ALL	104,265

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	81,373 *
2	78,559 *
3	78,000 *
4	61,000
5	58,950 *
6	52,290
7	50,000
AVERAGE "*"	74,221
AVERAGE ALL	65,739

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	86,275 *
2	65,196 *
3	44,952 *
4	42,000
5	40,113
6	35,052 *
7	32,910
AVERAGE "*"	57,869
AVERAGE ALL	49,500

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	56,700
2	46,401
3	46,160
AVERAGE "*"	0
AVERAGE ALL	49,754

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	67,000 *
2	64,328 *
3	62,500 *
4	56,952 *
5	53,721 *
6	46,820 *
7	45,883
8	44,200
9	44,000
AVERAGE "*"	58,554
AVERAGE ALL	53,934

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	73,529 *
2	72,941 *
3	68,543
4	68,300 *
5	60,000 *
6	54,714 *
7	52,666
8	49,644 *
9	32,798
AVERAGE "*"	63,188
AVERAGE ALL	59,237

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	85,000 *
2	78,431 *
3	75,000
4	68,740 *
5	65,000 *
6	62,500 *
7	53,952 *
8	46,958
9	46,435

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

(CONTINUED)

AVERAGE "*"	68,937
AVERAGE ALL	64,668

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	49,500
2	47,845 *
3	44,952 *
4	37,615 *
5	37,566
AVERAGE "*"	43,471
AVERAGE ALL	43,496

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	85,500 *
2	78,431 *
3	70,784 *
4	65,352
5	52,336
6	51,000
AVERAGE "*"	78,238
AVERAGE ALL	67,234

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	105,461 *
2	98,000 *
3	94,118 *
4	90,000 *
5	84,000
6	83,527
7	65,321
AVERAGE "*"	96,895
AVERAGE ALL	88,632

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	80,000 *
2	77,500 *
3	71,569 *
4	65,042 *
5	61,471 *
6	56,700
7	47,466 *
AVERAGE "*"	67,175
AVERAGE ALL	65,678

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	58,000
2	55,784 *
3	38,396
AVERAGE "*"	55,784
AVERAGE ALL	50,727

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	77,759 *
2	68,244 *
3	68,137 *
4	63,000 *
5	61,500
6	55,000
7	49,220
8	43,529 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	64,134
AVERAGE ALL	60,799

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	81,071
2	68,824 *
3	62,500 *
4	61,153 *
5	53,000
6	51,667 *
7	51,373 *
8	40,728 *
9	40,000
AVERAGE "*"	56,041
AVERAGE ALL	56,702

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	66,698
2	66,471 *
3	60,980 *
4	55,400
5	54,036 *
6	51,668 *
7	43,600
8	38,333 *
AVERAGE "*"	54,298
AVERAGE ALL	54,648

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	70,500 *
2	64,216 *
3	56,400

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
4	55,721 *
5	53,922 *
6	50,000
7	48,410
8	29,362 *
AVERAGE "*"	54,744
AVERAGE ALL	53,566

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	113,235 *
2	91,175 *
3	85,911 *
4	82,224 *
5	68,421
6	67,199
7	53,268 *
8	50,000
AVERAGE "*"	85,163
AVERAGE ALL	76,429

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	70,588 *
2	63,725 *
3	62,845 *
4	52,500
5	50,631
6	46,812 *
7	46,365 *
8	42,000
AVERAGE "*"	58,067
AVERAGE ALL	54,433

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	91,400 *
2	90,196 *
3	80,000 *
AVERAGE "*"	87,199
AVERAGE ALL	87,199

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	73,100
2	63,463
3	57,780 *
4	53,721 *
5	52,800
6	50,000 *
AVERAGE "*"	53,834
AVERAGE ALL	58,477

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	84,500 *
2	75,588 *
3	74,608 *
4	72,200 *
5	68,824 *
6	62,060
7	56,790 *
8	54,618
9	37,614
AVERAGE "*"	72,085
AVERAGE ALL	65,200

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	76,550 *
2	70,216 *
3	67,157 *
4	53,529 *
5	51,500
6	50,000
7	44,460 *
8	42,047
AVERAGE "*"	62,382
AVERAGE ALL	56,932

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	103,000 *
2	90,000 *
3	83,952 *
4	80,000
5	78,211
AVERAGE "*"	92,317
AVERAGE ALL	87,033

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	69,500
2	64,216 *
3	50,000 *
4	49,526
5	46,324
AVERAGE "*"	57,108
AVERAGE ALL	55,913

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	81,324 *
2	65,055 *
3	63,725 *
4	50,000
5	31,476 *
AVERAGE "*"	60,395
AVERAGE ALL	58,316

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	137,255 *
2	130,000 *
3	91,000
AVERAGE "*"	133,628
AVERAGE ALL	119,418

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	130,000 *
2	80,000
3	67,920 *
4	65,000 *
5	55,872
AVERAGE "*"	87,640
AVERAGE ALL	79,758

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	52,367 *
2	50,766 *
3	48,036 *
4	35,514
5	34,669
AVERAGE "*"	50,390
AVERAGE ALL	44,270

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	120,460 *
2	115,812 *
3	95,353 *
AVERAGE "*"	110,542
AVERAGE ALL	110,542

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	78,525 *
2	63,469 *
3	53,256 *
4	49,141 *
AVERAGE "*"	61,098
AVERAGE ALL	61,098

DEANS:
AGRICULTURE

RANK	SALARY
1	113,590 *
2	100,000 *
3	84,114 *
AVERAGE "*"	99,235
AVERAGE ALL	99,235

DEANS:
ARCHITECTURE

RANK	SALARY
1	133,441 *
2	110,000 *
3	77,444
AVERAGE "*"	121,721
AVERAGE ALL	106,962

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	109,984 *
2	105,882 *
3	105,000 *
4	104,500 *
5	96,024 *
6	94,000
7	81,529
AVERAGE "*"	104,278
AVERAGE ALL	99,560

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	132,000
2	130,362 *
3	120,000 *
4	118,922 *
5	109,804 *
6	93,276 *
7	83,522
8	82,500
AVERAGE "*"	114,473
AVERAGE ALL	108,798

TABLE II (CONTINUED)
PHILADELPHIA REGION

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	85,904 *
2	78,348 *
3	77,353 *
4	74,077
AVERAGE "*"	80,535
AVERAGE ALL	78,921

DEANS:
EDUCATION

RANK	SALARY
1	119,366 *
2	116,863 *
3	102,941 *
4	89,000
5	84,000 *
6	80,000 *
7	76,450
AVERAGE "*"	100,634
AVERAGE ALL	95,517

DEANS:
ENGINEERING

RANK	SALARY
1	142,500 *
2	138,856 *
3	122,549 *
4	114,996 *
5	96,728
AVERAGE "*"	129,725
AVERAGE ALL	123,126

DEANS:
GRADUATE

RANK	SALARY
1	(112,486)*
2	100,000 *
3	87,560 *
4	79,861
5	77,100
6	68,694
7	66,137 *
AVERAGE "*"	91,546
AVERAGE ALL	84,548

DEANS:
LAW

RANK	SALARY
1	174,000 *
2	145,000 *
3	124,000
AVERAGE "*"	159,500
AVERAGE ALL	147,667

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	170,000 *
2	125,004 *
3	114,346 *
AVERAGE "*"	136,450
AVERAGE ALL	136,450

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	302,500 *
2	217,900 *
3	176,737 *
4	78,132 *
AVERAGE "*"	193,817
AVERAGE ALL	193,817

MEDICAL DEANS:
NURSING

RANK	SALARY
1	115,000 *
2	103,574 *
3	97,500 *
4	95,000 *
5	80,963 *
AVERAGE "*"	98,407
AVERAGE ALL	98,407

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	122,980 *
2	100,456 *
3	74,604 *
AVERAGE "*"	99,347
AVERAGE ALL	99,347

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eight participating universities from this region are as follows:

NORTHERN ARIZONA UNIVERSITY
*SAN DIEGO STATE UNIVERSITY
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF HAWAII - MANOA
UNIVERSITY OF CALIFORNIA - SANTA CRUZ
CALIFORNIA STATE UNIVERSITY - LOS ANGELES
*UNIVERSITY OF NEVADA - RENO
UNIVERSITY OF NEVADA - LAS VEGAS

TABLE II (CONTINUED)
SAN FRANCISCO REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	157,340
2	151,003 *
3	149,997 *
4	125,000
5	124,020
6	122,292 *
AVERAGE "*"	141,097
AVERAGE ALL	138,275

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	108,202
2	85,068 *
3	73,000 *
4	68,244 *
5	62,900
6	59,772
AVERAGE "*"	75,437
AVERAGE ALL	76,198

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	108,500 *
2	94,248 *
3	73,908 *
4	73,500
5	64,146
AVERAGE "*"	92,219
AVERAGE ALL	82,860

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	75,000 *
2	74,800 *
3	66,120
4	58,128 *
5	57,743
6	55,796 *
7	48,000
AVERAGE "*"	65,931
AVERAGE ALL	62,227

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	86,424
2	69,893 *
3	68,500 *
AVERAGE "*"	69,197
AVERAGE ALL	74,939

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	137,000 *
2	(113,028)
3	112,000 *
4	107,017 *
5	105,048 *
6	92,000
AVERAGE "*"	115,266
AVERAGE ALL	111,016

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	98,400 *
2	96,000 *
3	93,120 *
4	89,703 *
5	87,450
6	85,000
7	65,100
AVERAGE "*"	94,306
AVERAGE ALL	87,825

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	114,950 *
2	(114,432)*
3	113,900 *
4	113,112
5	111,000 *
6	107,017 *
7	85,600
8	72,000
AVERAGE "*"	112,260
AVERAGE ALL	104,001

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	90,786 *
2	81,817 *
3	(74,244)
4	70,000 *
5	65,500
6	65,000
AVERAGE "*"	80,868
AVERAGE ALL	74,558

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	93,500 *

* = NASULGC

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BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK (CONTINUED)	SALARY
2	89,000 *
3	(74,244)
4	45,000 *
5	40,247
AVERAGE "*"	75,833
AVERAGE ALL	68,398

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	69,001 *
2	66,000 *
3	65,988
4	64,680
5	57,801 *
6	45,000
AVERAGE "*"	64,267
AVERAGE ALL	61,412

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	79,000 *
2	60,800 *
3	55,200
4	46,555
AVERAGE "*"	69,900
AVERAGE ALL	60,389

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	95,316 *
2	81,975 *
3	70,008
4	68,064 *
5	64,500 *
6	54,000
7	50,633
AVERAGE "*"	77,464
AVERAGE ALL	69,214

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	58,584 *
2	50,000 *
3	48,264
4	47,000 *
5	37,000
6	35,781
AVERAGE "*"	51,861
AVERAGE ALL	46,105

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	94,392 *
2	89,000 *
3	78,000 *
4	76,500 *
5	75,144
6	71,500
7	60,834 *
8	58,000
AVERAGE "*"	79,745
AVERAGE ALL	75,421

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	107,280 *
2	106,000 *
3	105,312
4	104,151
5	101,500 *
6	93,000 *
7	92,910 *
8	85,500
AVERAGE "*"	100,138
AVERAGE ALL	99,457

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	90,828
2	90,288 *
3	71,697
4	70,000 *
5	64,605
AVERAGE "*"	80,144
AVERAGE ALL	77,484

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	68,245 *
2	60,792
3	59,976 *
4	55,837 *
5	47,703
6	36,000 *
AVERAGE "*"	55,015
AVERAGE ALL	54,759

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	81,349 *
2	76,140 *
3	72,000 *
4	65,316

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
(CONTINUED)	
5	50,368
6	49,902
AVERAGE "x"	76,496
AVERAGE ALL	65,846

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	71,400 *
2	68,000 *
3	63,000 *
4	60,528
5	57,544
6	53,750
7	47,076 *
AVERAGE "x"	62,369
AVERAGE ALL	60,185

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	79,956 *
2	78,468 *
3	67,020 *
4	61,008
5	58,000 *
6	52,083 *
7	52,000
8	50,139
AVERAGE "x"	67,105
AVERAGE ALL	62,334

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	79,354 *
2	71,124 *
3	63,900 *
4	62,256
5	59,646 *
6	53,106 *
7	52,160
8	47,200
AVERAGE "x"	65,426
AVERAGE ALL	61,093

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	108,412 *
2	107,876 *
3	100,920 *
4	99,876 *
5	80,238
6	76,848
7	46,140
AVERAGE "x"	104,271
AVERAGE ALL	88,616

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	73,224 *
2	62,160
3	57,000 *
4	56,208 *
5	44,902
6	43,090 *
7	37,960
AVERAGE "x"	57,381
AVERAGE ALL	53,506

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	(114,432)*
2	100,000 *
3	80,000
AVERAGE "x"	107,216
AVERAGE ALL	98,144

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	87,823 *
2	87,000 *
3	83,000 *
4	(74,040)
5	62,220 *
6	58,000
AVERAGE "x"	80,011
AVERAGE ALL	75,347

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	88,000 *
2	82,403 *
3	80,012 *
4	79,943 *
5	(74,040)
6	61,000
AVERAGE "x"	82,590
AVERAGE ALL	77,566

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	73,440 *
2	72,500 *

* = NASULGC

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK (CONTINUED)	SALARY
3	70,452
4	58,130 *
5	57,759 *
6	56,773
7	48,434
AVERAGE "*"	65,457
AVERAGE ALL	62,498

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	109,207
2	100,583 *
3	99,708 *
4	97,000 *
AVERAGE "*"	99,097
AVERAGE ALL	101,625

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	68,004
2	66,706 *
3	64,605
4	62,584 *
5	50,000 *
AVERAGE "*"	59,763
AVERAGE ALL	62,380

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	78,279 *
2	64,250
3	53,879 *
AVERAGE "*"	66,079
AVERAGE ALL	65,469

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	82,788 *
2	77,988
3	69,928 *
4	69,250
5	60,500 *
AVERAGE "*"	71,072
AVERAGE ALL	72,091

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	72,976
2	71,120 *
3	50,406 *
4	47,500
AVERAGE "*"	60,763
AVERAGE ALL	60,501

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	85,944 *
2	72,925 *
3	69,972 *
4	67,060
5	54,863
AVERAGE "*"	76,280
AVERAGE ALL	70,153

DEANS:
AGRICULTURE

RANK	SALARY
1	110,398 *
2	107,526 *
3	103,704 *
AVERAGE "*"	107,209
AVERAGE ALL	107,209

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	101,316 *
2	90,492
3	90,012 *
AVERAGE "*"	95,664
AVERAGE ALL	93,940

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	108,043 *
2	103,848 *
3	101,610 *
4	93,132
5	90,492
6	83,500
AVERAGE "*"	104,500
AVERAGE ALL	96,771

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	97,481 *
2	91,800 *
3	90,192
4	89,778 *
5	82,858

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO REGION

DEANS:
CONTINUING EDUCATION

RANK (CONTINUED)	SALARY
6	73,452 *
7	66,000 *
8	51,000
AVERAGE "*"	83,702
AVERAGE ALL	80,320

DEANS:
EDUCATION

RANK	SALARY
1	115,620 *
2	101,000 *
3	97,110 *
4	94,884
5	92,880 *
6	89,425
7	80,000
AVERAGE "*"	101,653
AVERAGE ALL	95,846

DEANS:
ENGINEERING

RANK	SALARY
1	125,417 *
2	109,668 *
3	108,116
4	97,512
5	97,000 *
6	94,248 *
7	76,000
AVERAGE "*"	106,583
AVERAGE ALL	101,137

DEANS:
FINE ARTS

RANK	SALARY
1	97,364 *
2	97,000 *
3	86,000
AVERAGE "*"	97,182
AVERAGE ALL	93,455

DEANS:
GRADUATE

RANK	SALARY
1	98,921 *
2	98,385 *
3	92,160
4	89,265
5	80,300
AVERAGE "*"	98,653
AVERAGE ALL	91,806

DEANS:
HUMANITIES

RANK	SALARY
1	102,228 *
2	98,000 *
3	94,600 *
AVERAGE "*"	98,276
AVERAGE ALL	98,276

DEANS:
SCIENCE

RANK	SALARY
1	105,700 *
2	104,794 *
3	98,261 *
4	92,940 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	100,424
AVERAGE ALL	100,424

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	104,592 *
2	99,400 *
3	96,024
4	80,800
AVERAGE "*"	101,996
AVERAGE ALL	95,204

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	93,553 *
2	86,000
3	75,000
AVERAGE "*"	93,5[illegible]
AVERAGE ALL	84,851

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	216,882 *
2	163,836 *
3	150,468 *
AVERAGE "*"	177,062
AVERAGE ALL	177,062

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The five participating universities from this region are as follows:

IDAHO STATE UNIVERSITY
*OREGON STATE UNIVERSITY
*PORTLAND STATE UNIVERSITY
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY

TABLE II (CONTINUED)
SEATTLE REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	113,556 *
2	113,556 *
3	113,556 *
4	102,294
AVERAGE "*"	113,556
AVERAGE ALL	110,741

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	78,300 *
2	73,869 *
3	73,639 *
4	64,500 *
5	62,577
AVERAGE "*"	72,577
AVERAGE ALL	70,577

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	66,370 *
2	55,392 *
3	52,344 *
4	40,331
AVERAGE "*"	58,035
AVERAGE ALL	53,609

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	97,142 *
2	70,740 *
3	61,589
AVERAGE "*"	83,941
AVERAGE ALL	76,490

RANK SALARY (CONTINUED)

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	127,969 *
2	105,300 *
3	104,220 *
AVERAGE "*"	112,496
AVERAGE ALL	112,496

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	84,800 *
2	83,760 *
3	83,712 *
4	75,248 *
5	62,421
AVERAGE "*"	81,880
AVERAGE ALL	77,988

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	105,162 *
2	98,676 *
3	94,694 *
4	94,248 *
5	84,594
AVERAGE "*"	98,195
AVERAGE ALL	95,475

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	66,900 *
2	56,323 *
3	55,515
AVERAGE "*"	61,612
AVERAGE ALL	59,579

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	69,180 *
2	65,148 *
3	57,616
AVERAGE "*"	67,164
AVERAGE ALL	63,981

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	45,480 *
2	44,880 *
3	43,320 *
4	40,498
AVERAGE "*"	44,560
AVERAGE ALL	43,545

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	50,112 *
2	44,544 *
3	41,912
4	36,264 *

* = NASULGC

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

(CONTINUED)

AVERAGE "x"	43,640
AVERAGE ALL	43,208

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	77,844 *
2	75,263 *
3	71,940 *
4	66,512 *
5	53,955
AVERAGE "x"	72,890
AVERAGE ALL	69,103

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	50,293 *
2	39,204 *
3	39,204 *
4	37,356 *
AVERAGE "x"	41,514
AVERAGE ALL	41,514

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	72,730 *
2	63,900 *
3	58,075 *
4	55,744 *
5	39,499

RANK SALARY
(CONTINUED)

AVERAGE "x"	62,612
AVERAGE ALL	57,990

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	92,567 *
2	85,692 *
3	84,654 *
AVERAGE "x"	87,638
AVERAGE ALL	87,638

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	76,008 *
2	69,139
3	68,500 *
4	64,632 *
AVERAGE "x"	69,713
AVERAGE ALL	69,570

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	70,000 *
2	59,196 *
3	53,568 *
4	50,004 *
5	39,624
AVERAGE "x"	58,192
AVERAGE ALL	54,478

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	67,000 *
2	58,452 *
3	56,076 *
4	50,357
5	48,721 *
AVERAGE "x"	57,562
AVERAGE ALL	56,121

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	65,193 *
2	61,500 *
3	52,404 *
4	50,448 *
5	45,011
AVERAGE "x"	57,386
AVERAGE ALL	54,911

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	56,135 *
2	51,000 *
3	50,564 *
4	40,290
AVERAGE "x"	52,566
AVERAGE ALL	49,497

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	84,975 *
2	83,760 *
3	82,610 *

* = NASULGC

TABLE II (CONTINUED)
SEATTLE REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK (CONTINUED)	SALARY
4	72,363
AVERAGE "x"	83,782
AVERAGE ALL	80,927

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	53,200 *
2	52,800 *
3	52,392 *
4	45,000 *
5	44,179
AVERAGE "x"	50,848
AVERAGE ALL	49,514

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	53,922 *
2	51,396 *
3	50,000 *
AVERAGE "x"	51,773
AVERAGE ALL	51,773

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	72,420 *
2	68,631 *
3	63,000 *
4	62,877 *
5	53,934

RANK (CONTINUED)	SALARY (CONTINUED)
AVERAGE "x"	66,732
AVERAGE ALL	64,172

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	50,955 *
2	50,496 *
3	45,326 *
4	42,492 *
5	40,878
AVERAGE "x"	47,317
AVERAGE ALL	46,029

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	113,105 *
2	96,520 *
3	94,694 *
AVERAGE "x"	101,440
AVERAGE ALL	101,440

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	70,108 *
2	63,750 *
3	50,232
4	44,004 *
AVERAGE "x"	59,287
AVERAGE ALL	57,024

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	57,360 *
2	52,260 *
3	42,786 *
4	38,000 *
AVERAGE "x"	47,602
AVERAGE ALL	47,602

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	67,007 *
2	60,804 *
3	56,750 *
4	42,084 *
5	41,558
AVERAGE "x"	56,661
AVERAGE ALL	53,641

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	82,968 *
2	61,596 *
3	50,112 *
4	48,236
AVERAGE "x"	64,892
AVERAGE ALL	60,728

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	96,800 *
2	87,252 *
3	71,490

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93

* = NASULGC

DEANS:
ARTS AND SCIENCES

(CONTINUED)

AVERAGE "*"	92,026
AVERAGE ALL	85,181

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	113,244 *
2	110,004 *
3	98,520 *
4	98,000 *
5	79,144
AVERAGE "*"	104,942
AVERAGE ALL	99,782

DEANS:
EDUCATION

RANK	SALARY
1	103,872 *
2	79,200 *
3	78,096 *
4	70,491
AVERAGE "*"	87,056
AVERAGE ALL	82,915

DEANS:
ENGINEERING

RANK	SALARY
1	111,624 *
2	109,440 *
3	92,088 *
4	75,525
AVERAGE "*"	104,384
AVERAGE ALL	97,169

DEANS:
GRADUATE

RANK	SALARY
1	87,500 *
2	77,940 *
3	65,437
AVERAGE "*"	82,720
AVERAGE ALL	76,959

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	103,872 *
2	93,300 *
3	88,774
AVERAGE "*"	98,586
AVERAGE ALL	95,315

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY UNIVERSITY SYSTEMS IN TWENTY-FIVE STATES

This table summarizes the data for thirty university systems in twenty-five states. For making these data available, the University of Arkansas is grateful to the following university systems:

CALIFORNIA STATE UNIVERSITY - SYSTEM
INDIANA UNIVERSITY - SYSTEM ADMIN.
LOUISIANA STATE UNIVERSITY - SYSTEM
MINNESOTA STATE UNIVERSITY - SYSTEM
MONTANA UNIVERSITY - SYSTEM
OREGON STATE SYSTEM OF HIGHER EDUCATION
SOUTHERN ILLINOIS UNIVERSITY - SYSTEM
STATE UNIVERSITY OF NEW YORK - SYSTEM
STATE UNIVERSITY SYSTEM OF FLORIDA
TENNESSEE BOARD OF REGENTS SYSTEM
TEXAS A & M UNIVERSITY - SYSTEM
UNIVERSITY OF ALABAMA - SYSTEM
UNIVERSITY OF ARKANSAS - SYSTEM
UNIVERSITY OF NORTH CAROLINA - SYSTEM
UNIVERSITY OF TEXAS - SYSTEM
UNIVERSITY OF ALASKA - SYSTEM
UNIVERSITY OF CALIFORNIA - SYSTEM
UNIVERSITY OF COLORADO - SYSTEM
UNIVERSITY OF HAWAII - SYSTEM
UNIVERSITY OF ILLINOIS CENTRAL ADMIN.
UNIVERSITY OF MAINE - SYSTEM
UNIVERSITY OF MARYLAND - SYSTEM
UNIVERSITY OF MINNESOTA - SYSTEM
UNIVERSITY OF MISSOURI - SYSTEM
UNIVERSITY OF NEBRASKA CENTRAL ADMIN.
UNIVERSITY & COMM. COL. OF NEVADA - SYSTEM
UNIVERSITY OF SOUTH CAROLINA - SYSTEM
UNIVERSITY OF TENNESSEE - SYSTEM
UNIVERSITY OF WISCONSIN - SYSTEM
UNIVERSITY SYSTEM OF NEW HAMPSHIRE

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	243,500
2	227,200
3	198,426
4	197,600
5	175,000
6	175,000
7	165,115
8	165,000
9	165,000
10	162,500
11	160,000
12	157,500
13	152,300
14	150,000
15	143,437
16	142,520
17	139,209
18	138,900
19	138,213
20	131,250
21	129,950
22	129,780
23	128,760
24	126,855
25	126,504
26	126,360
27	120,000
28	120,000
29	103,600
30	95,400
AVERAGE	151,163

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	195,900
2	144,452
3	140,660
4	132,500
5	131,301
6	(130,400)
7	128,304
8	125,000
9	125,000
10	120,750
11	120,000
12	118,932
13	114,200
14	112,500
15	111,384
16	107,520
17	106,000
18	105,048
19	99,595
20	95,897
21	94,800
22	89,630
23	87,975
24	84,357
AVERAGE	117,588

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	134,600
2	113,000
3	107,285
4	106,524
5	99,500
6	95,500
7	(87,100)
8	86,200
9	84,500
10	78,130
11	78,030
12	74,550
13	64,013
14	63,345
AVERAGE	90,877

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	112,367
2	96,000
3	92,340
4	90,192
5	73,000
6	73,000
7	70,554
8	68,280
9	65,800
10	56,614
11	48,668
12	48,127
AVERAGE	74,579

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	117,000
2	97,100
3	89,688
4	75,260
5	70,040
6	51,453
7	47,755
AVERAGE	78,328

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	195,900
2	170,000
3	168,840
4	138,504
5	(130,400)
6	120,750
7	117,666
8	(97,423)
AVERAGE	142,435

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	128,304
2	127,522
3	117,031
4	(117,000)
5	(114,500)
6	106,000

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT/CHANCELLOR

RANK (CONTINUED)	SALARY
7	96,100
8	88,062
9	87,300
10	83,284
11	82,770
12	76,000
AVERAGE	101,989

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/ CHANCELLOR

RANK	SALARY
1	137,700
2	99,300
3	86,904
4	75,711
5	66,000
6	62,830
AVERAGE	88,074

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ ASST TO THE PRES

RANK	SALARY
1	97,800
2	95,800
3	(95,472)
4	86,000
5	85,000
6	85,000
7	81,848
8	80,325
9	80,000
10	(79,250)
11	78,936
12	67,600
13	62,000
14	(57,108)
15	32,688
AVERAGE	77,655

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	170,500
2	166,600
3	150,663
4	130,000
5	128,500
6	117,000
7	112,000
8	108,750
9	105,250
10	102,400
11	99,700
12	(98,975)
13	95,000
14	94,350
15	93,391
16	90,700
17	86,650
18	77,793
19	75,000
20	74,088
21	73,939
22	71,933
23	70,950
24	65,276
25	63,970
26	61,410
AVERAGE	99,415

OPERATIONS OFFICERS:
DIRECTOR OF INSTI- TUTIONAL RES

RANK	SALARY
1	130,000
2	94,359
3	80,256
4	79,800
5	74,700
6	68,000
7	66,237
8	65,000
9	61,941
10	61,360
11	60,200
12	59,388
13	58,570
14	56,916
15	56,500
16	54,264
17	47,610
18	43,930
19	41,600
20	38,563
21	34,354
AVERAGE	63,502

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	131,200
2	110,800
3	105,350
4	99,576
5	(98,975)
6	(95,472)
7	92,500
8	90,893
9	88,570
10	80,669
11	(79,250)
12	77,714
13	75,260
14	72,000
15	66,832
16	(57,108)
17	50,505
18	49,925
19	44,004
20	43,791
21	43,700
22	41,405
23	36,873
24	33,269
AVERAGE	73,568

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

RANK	SALARY
1	155,000
2	140,130
3	135,000

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

RANK (CONTINUED)	SALARY
4	128,500
5	125,000
6	(117,000)
7	114,756
8	114,432
9	112,720
10	110,500
11	107,064
12	104,500
13	103,848
14	103,040
15	103,001
16	102,787
17	97,660
18	(97,423)
19	96,000
20	94,800
21	90,732
22	82,503
AVERAGE	110,745

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

RANK	SALARY
1	130,500
2	108,000
3	103,093
4	100,000
5	95,150
6	89,100
7	81,672
8	81,231
9	77,642
10	71,706
11	70,000
12	66,660
13	50,000
AVERAGE	86,520

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

RANK	SALARY
1	105,000
2	104,064
3	97,335
4	95,000
5	87,000
6	80,000
7	78,640
8	69,028
9	66,500
10	65,820
AVERAGE	84,839

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	96,100
2	95,316
3	85,900
4	82,908
5	81,000
6	80,988
7	78,826
8	76,524
9	75,400
10	71,000
11	70,056
12	66,941
13	56,357
14	55,540
15	51,921
16	49,210
17	40,978
AVERAGE	71,469

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	99,252
2	86,800
3	78,876
4	67,708
5	45,000
AVERAGE	75,527

FINANCE AND BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	115,700
2	106,000
3	87,602
4	85,037
5	80,424
6	78,333
7	75,000
8	72,000
9	72,000
10	70,686
11	68,800
12	67,870
13	67,498
14	56,850
15	56,220
AVERAGE	77,335

FINANCE AND BUSINESS OFFICERS: AUDITOR

RANK	SALARY
1	97,700
2	89,664
3	87,764
4	85,250
5	80,700
6	79,352
7	73,500
8	73,107
9	71,622
10	70,687
11	68,988
12	68,800
13	68,750
14	64,416
15	63,073
16	62,000
17	61,800
18	60,480
19	59,867

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK (CONTINUED)	SALARY
20	59,640
21	57,246
22	55,000
23	52,500
24	51,050
25	47,250
26	44,252
AVERAGE	67,479

FINANCE AND BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	200,400
2	100,000
3	97,000
4	96,100
5	95,500
6	84,408
7	79,785
8	70,788
9	70,041
10	65,200
11	65,124
AVERAGE	93,122

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	120,504
2	99,000
3	98,500
4	96,000
5	94,392
6	90,000
7	85,046
8	85,000
9	84,500
10	83,800
11	80,784
12	79,350
13	76,500
14	75,600
15	74,502
16	67,020
17	63,740
18	58,224
19	57,737
20	45,000
21	44,000
22	43,940
AVERAGE	77,415

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	114,500
2	109,000
3	103,001
4	102,510
5	96,996
6	85,000
7	84,456
8	83,381
9	79,875
10	75,000
AVERAGE	93,372

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	96,000
2	81,750
3	79,752
4	71,083
5	70,500
6	70,000
7	61,234
8	61,000
9	60,000
10	60,000
11	59,750
12	58,452
13	57,824
14	54,593
15	51,014
16	49,190
17	48,204
18	46,272
19	31,200
AVERAGE	61,464

PUBLIC RELATIONS OFFICERS-LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	141,300
2	125,200
3	106,091
4	97,583
5	96,900
6	93,391
7	89,000
8	(87,100)
9	83,410
10	73,939
11	62,202
12	55,000
AVERAGE	92,593

PUBLIC RELATIONS OFFICERS-LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	114,000
2	100,000
3	87,456
4	81,950
5	78,640
6	78,500
7	75,480
8	69,500
9	66,456
10	57,000
11	51,481
AVERAGE	78,224

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	140,000
2	127,229
3	125,000
4	93,717
5	89,342
AVERAGE	115,058

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	65,740
2	60,751
3	60,465
4	54,569
AVERAGE	60,381

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	120,333
2	(114,500)
3	114,432
4	106,500
5	96,821
6	96,500
7	80,260
AVERAGE	104,192

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	105,000
2	104,800
3	91,132
4	88,867
5	75,000
6	69,958
7	69,900
8	68,724
9	57,000
AVERAGE	81,153

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	117,200
2	108,912
3	77,500
4	(76,000)
5	67,400
AVERAGE	89,402

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	96,500
2	90,800
3	82,908
4	77,108
5	(76,000)
6	72,000
7	69,500
8	65,650
9	63,937
10	54,500
11	39,378
AVERAGE	71,662